Child Safe Commitment
Our school is committed to child safety.
We want children to be safe, happy and empowered. We support and respect all children, as well as our staff and volunteers.
We are committed to the safety, participation and empowerment of all children.
We have zero tolerance of child abuse, and all allegations and safety concerns will be treated very seriously and consistently with our robust policies and procedures.
We have legal and moral obligations to contact authorities when we are worried about a child’s safety, which we follow rigorously.
Our college is committed to preventing child abuse and identifying risks early, and removing and reducing these risks.
Our college has robust human resources and recruitment practices for all staff and volunteers.
Our college is committed to regularly training and educating our staff and volunteers on child abuse risks.
We support and respect all children, as well as our staff and volunteers. We are committed to the cultural safety of Aboriginal children, the cultural safety of children from a culturally and/or linguistically diverse backgrounds, and to providing a safe environment for children with a disability.
We have specific policies, procedures and training in place that support our leadership team, staff and volunteers to achieve these commitments.

If you believe a child is at immediate risk of abuse phone 000.

Our children
This policy is intended to empower children who are vital and active participants in our school. We involve them when making decisions, especially about matters that directly affect them. We listen to their views and respect what they have to say.
We promote diversity and tolerance in our school, and people from all walks of life and cultural backgrounds are welcome. In particular we:

- promote the cultural safety, participation and empowerment of Aboriginal children
- promote the cultural safety, participation and empowerment of children from culturally and/or linguistically diverse backgrounds
- promote the cultural safety, participation and empowerment of children who identify as LGBTI
- ensure that children with a disability are safe and can participate equally.

Our staff and volunteers
This policy guides our staff and volunteers on how to behave with children in our school.
All of our staff, volunteers and contractors must agree to abide by our code of conduct which specifies the standards of conduct required when working with children. All staff and volunteers, as well as children and their families, are given the opportunity to contribute to the development of the code of conduct.

Training and supervision
Training and education is important to ensure that everyone in our school understands that child safety is everyone’s responsibility.
Our school culture aims for all staff and volunteers (in addition to parents/carers and children) to feel confident and comfortable in discussing any allegations of child abuse or child safety concerns. We train our staff and volunteers to identify, assess, and minimise risks of child abuse and to detect potential signs of child abuse.
We also support our staff and volunteers through ongoing supervision to: develop their skills to protect children from abuse; and promote the cultural safety of Aboriginal children, the cultural safety of children from linguistically and/or diverse backgrounds, and the safety of children with a disability.
New employees and volunteers will be supervised regularly to ensure they understand our school’s commitment to child safety and that everyone has a role to play in protecting children from abuse, as well as checking that their behaviour towards children is safe and appropriate (please refer to this school’s code of conduct to understand appropriate behaviour further). Any inappropriate behaviour will be reported through appropriate channels, including the Department of Health and Human Services and Victoria Police, depending on the severity and urgency of the matter.

Recruitment

We take all reasonable steps to employ skilled people to work with children. We develop selection criteria and advertisements which clearly demonstrate our commitment to child safety and an awareness of our social and legislative responsibilities. Our school understands that when recruiting staff and volunteers we have ethical as well as legislative obligations. We actively encourage applications from Aboriginal peoples, people from culturally and/or linguistically diverse backgrounds and people with a disability.

All people engaged in child-related work, including volunteers, are required to hold a Working with Children Check and to provide evidence of this Check. Please see the Working with Children Check website <www.workingwithchildren.vic.gov.au> for further information.

We carry out reference checks and police record checks to ensure that we are recruiting the right people. Police record checks are used only for the purposes of recruitment and are discarded after the recruitment process is complete. We do retain our own records (but not the actual criminal record) if an applicant’s criminal history affected our decision making process.

If during the recruitment process a person’s records indicate a criminal history then the person will be given the opportunity to provide further information and context.

Fair procedures for personnel

The safety and wellbeing of children is our primary concern. We are also fair and just to personnel. The decisions we make when recruiting, assessing incidents, and undertaking disciplinary action will always be thorough, transparent, and based on evidence.

We record all allegations of abuse and safety concerns using our incident reporting form¹, including investigation updates. All records are securely stored.

If an allegation of abuse or a safety concern is raised, we provide updates to children and families on progress and any actions we as an school take.

Privacy

All personal information considered or recorded will respect the privacy of the individuals involved, whether they be staff, volunteers, parents or children, unless there is a risk to someone’s safety. We have safeguards and practices in place to ensure any personal information is protected. Everyone is entitled to know how this information is recorded, what will be done with it, and who will have access to it.

Legislative responsibilities

Our school takes our legal responsibilities seriously, including:

- **Failure to disclose:** Reporting child sexual abuse is a community-wide responsibility. All adults in Victoria who have a reasonable belief that an adult has committed a sexual offence against a child under 16 have an obligation to report that information to the police.²
- **Failure to protect:** People of authority in our school will commit an offence if they know of a substantial risk of child sexual abuse and have the power or responsibility to reduce or remove the risk, but negligently fail to do so.³

¹ See resource seven in this toolkit.
² A person will not commit this offence if they have a reasonable excuse for not disclosing the information, including a fear for their safety or where the information has already been disclosed.
Any personnel who are mandatory reporters must comply with their duties.4

**Risk management**

In Victoria, schools are required to protect children when a risk is identified (see information about failure to protect above). In addition to general occupational health and safety risks, we proactively manage risks of abuse to our children.

We have risk management strategies in place to identify, assess, and take steps to minimise child abuse risks, which include risks posed by physical environments (for example, any doors that can lock), and online environments (for example, no staff or volunteer is to have contact with a child in schools on social media).

**Regular review**

This policy will be reviewed every two years and following significant incidents if they occur. We will ensure that families and children have the opportunity to contribute. Where possible we do our best to work with local Aboriginal communities, culturally and/or linguistically diverse communities and people with a disability.

**Allegations, concerns and complaints**

Our school takes all allegations seriously and has practices in place to investigate thoroughly and quickly. Our staff and volunteers are trained to deal appropriately with allegations.

We work to ensure all children, families, staff and volunteers know what to do and who to tell if they observe abuse or are a victim, and if they notice inappropriate behaviour.

We all have a responsibility to report an allegation of abuse if we have a reasonable belief that an incident took place (see information about failure to disclose above).

If an adult has a reasonable belief that an incident has occurred then they must report the incident to DHS with the support of a Principal Class Member or Student Welfare Coordinator. Factors contributing to reasonable belief may be:

- a child states they or someone they know has been abused (noting that sometimes the child may in fact be referring to themselves)
- behaviour consistent with that of an abuse victim is observed5
- someone else has raised a suspicion of abuse but is unwilling to report it
- observing suspicious behaviour.

This policy was last ratified by school council on ……………………

Signature of School Council President …………………………………

**Date of Review:** August 2018 and every 2 years thereafter

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3 Further information about the failure to protect offence is available on the Department of Justice and Regulation website <www.justice.vic.gov.au/home/safer-communities/protecting+children+and+families/failure+to+protect+offence>.

4 Mandatory reporters (doctors, nurses, midwives, teachers (including early childhood teachers), principals and police) must report to child protection if they believe on reasonable grounds that a child is in need of protection from physical injury or sexual abuse.


5 For example behaviour, please see An Overview of the Victorian child safe standards: www.dhs.vic.gov.au/__data/assets/word_doc/0005/955598/Child-safe-standards_overview.doc
1. RATIONALE
Noble Park Secondary College strives to provide a safe, secure and stable environment in which students can learn and develop individual skills and abilities. All staff/adult volunteers/contractors are required to follow Child Safe Guidelines to ensure all students are safe from all forms of abuse.

2. AIMS
Our Code of Conduct aims to:
- Provide clear procedures which guide the behaviour of adult College community members.
- Promote a structure and programmes which emphasise a zero tolerance, positive preventative approach to child safety
- Provide an environment that promotes a sense of security and confidence within members of the College community.

3. PRINCIPLES
The adult/child relationship should be professional at all times
- An adult’s response to a child’s behaviour or circumstance should be commensurate with the child’s age and vulnerability and the adult’s responsibility for the care, safety and welfare of the child
- An adult should not be alone with a child unless there is line of sight to other adults
- An adult should not initiate or seek physical contact or contact with children outside school.

4. IMPLEMENTATION
- All staff/adult volunteers and ancillary staff must sign and agree to the Child Safe Code of Conduct
- All staff/adult volunteers and ancillary staff must report non-compliance of the code in writing to a principal class member at the earliest opportunity
- Reporting to a principal class member, does not absolve individual staff members responsibility to mandatory report (or other legal obligations)
- A Principal class member must follow up on all allegations in compliance with any DET/Legal requirements

5. ACCEPTABLE BEHAVIORS
All staff, volunteers and board/school council members, visitors and contractors are responsible for supporting the safety of children by:
- adhering to the school’s child safe policy and upholding the school’s statement of commitment to child safety at all times
- taking all reasonable steps to protect children from abuse
- treating everyone in the school community with respect
- listening and responding to the views and concerns of children, particularly if they are telling you that they or another child has been abused or that they are worried about their safety/the safety of another child
- promoting the cultural safety, participation and empowerment of Aboriginal and Torres Strait Islander children (for example, by never questioning an Aboriginal and Torres Strait Islander child’s self-identification)
- promoting the cultural safety, participation and empowerment of children with culturally and/or linguistically diverse backgrounds (for example, by having a zero tolerance of discrimination)
- promoting the safety, participation and empowerment of children with a disability (for example, during personal care activities)
- ensuring as far as practicable that adults are not alone with a child
  - If special needs students need assistance with toileting two staff members should be present
  - If transporting children in a car, at least 2 children, or 2 adults should be in the car wherever possible
- reporting any allegations of child abuse to the school’s leadership using the school proforma for this purpose
- understanding and complying with all reporting obligations as they relate to mandatory reporting and reporting under the Crimes Act 1958
- reporting any child safety concerns to the school’s leadership using the school proforma for this purpose
- if an allegation of child abuse is made, ensuring as quickly as possible that the child(ren) are safe
- reporting to the Victorian Institute of Teaching any charges, committals for trial or convictions in relation to a sexual office by a registered teacher, or certain allegations or concerns about a registered teacher.
6. UNACCEPTABLE BEHAVIOURS
All staff, volunteers and board/school council members, visitors and contractors are responsible for supporting the safety of children and must not:

- ignore or disregard any suspected or disclosed child abuse
- develop any 'special' relationships with children that could be seen as favouritism (for example, the offering of gifts or special treatment for specific children, giving some students more unwarranted attention than others, developing a relationship beyond the professional role you are undertaking)
- exhibit behaviours with children which may be construed as unnecessarily physical (for example inappropriate sitting on laps)
- put children at risk of abuse (for example, by locking student/s in a secluded space)
- initiate unnecessary physical contact which children or do things of a personal nature that a child can do for themselves, such as toileting or changing clothes.
- engage in open discussions of a mature or adult nature in the presence of children (for example, personal social activities)
- use inappropriate language in the presence of children
- express discriminatory personal views on cultures, race or sexuality in the presence of children
- discriminate against any child, including because of age, gender, race, culture, vulnerability, sexuality, ethnicity or disability
- have contact with a child or their family outside of school without the school’s leadership and/or consent or the school governing authority’s approval
  - for example, unauthorised after hours tutoring, private instrumental/other lessons or sport coaching, social activity not logged and approved with the school.
  - accidental contact, such as seeing people in the street, is appropriate.
  - contact with pre-existing friends/family is permitted
- have any private online contact with a child (including by phone, social media, email, instant messaging etc) or their family unless
  - necessary for educational purposes congruent with your role (avoid discussions not congruent with your role, or that might constitute ‘grooming’ behaviour)
  - the platform is open enough to allow for observation of other staff/students/platform provider/ school
  - the platform does not provide access to students personal details and personal communications
  - where-ever possible use a platform endorsed by the school or DET, or set up exclusively for educational purposes.
- photograph or video a child:
  - without the consent of the parent or guardians or if a child objects to being photographed
  - without an official or educational purpose
  - in a manner that would cause concern (i.e. focussing too heavily on particular students, archiving large amounts of student photos on a personal device, inappropriate posing etc)
- work with children whilst under the influence of alcohol or illegal drugs
- consume alcohol or drugs at school or at school events in the presence of children.

Signed Agreement to Abide by this code of conduct

Staff/Volunteer Name……………………………………………………………………………………………………………………………………

Staff Signature........................................................................................................

Date............................................