



Whorouly Primary School

CHILD SAFE STANDARD 1

Strategies to embed a culture of child safety

PURPOSE

The purpose of this policy is to put in place strategies to embed an organisational culture of child safety, through effective leadership arrangements, and is critical in reducing the risk of child abuse in schools.

SCOPE

This policy applies to Whorouly Primary School employees, contractors, volunteers, parents, families, visitors and staff.

DEFINITIONS

The organisational culture can be defined as a set of values, expectations and standards that influence the behaviour of the members of an organisation. The organisational culture defines what constitutes acceptable and unacceptable behaviour by people within the organisation.

To successfully embed a culture of child safety, a commitment to **zero tolerance** of child abuse must be led by the school governing authority and it must be shared openly and transparently by all members of the school community, including staff (including school employees, contractors and volunteers), parents and families, visitors and children.

POLICY

Leadership in a child safe environment

We want our students to be safe, happy and empowered.

We must act to protect children from abuse and build an environment where children feel respected, valued and encouraged to reach their full potential. This requires a culture of child safety to be embedded throughout Whorouly Primary School so that child safety is part of everyone's everyday thinking and practice. Such a culture is achieved through proactive leadership in demonstrating the appropriate values, attitudes and behaviours of an organisation.

A child safe environment is the product of a range of strategies and initiatives. Whorouly Primary School fosters a culture of openness, inclusiveness and awareness. Children and adults know what to do if they observe or are subject to abuse or inappropriate behaviour.

All staff and volunteers consider the safety of all children, and recognise the importance of cultural safety for Aboriginal children, cultural safety for children from culturally and linguistically diverse backgrounds, and the safety of children with a disability.

Whorouly Primary School ensures that all allegations of child abuse and child safety concerns are treated very seriously. This includes complying with all legal requirements, including reporting suspicions of child abuse to police and/or child protection.



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PRINCIPAL Role as a Child Safety Officer

Provide authoritative Advice

- Act as a source of support, advice and expertise to staff on matters of child safety
- Maintain the visibility of child safety
- Lead the development of the school's child safety culture, including being a child safety champion and providing coordination in communicating, implementing, monitoring, enhancing and reporting on strategies to embed a culture of child safety

Raise awareness

- Ensure the school's policies are known and used appropriately
- Ensure the school's child safety policy is reviewed in the context of school self-evaluation undertaken as part of the school accountability framework
- Ensure the child protection policy is available publicly and parents are aware of the fact that referrals about suspected abuse or neglect may be made and the role of the school in this
- Be alert to the specific needs of children who are vulnerable (including young carers), children with disability, Aboriginal and Torres Strait Islander children, and children from culturally and linguistically diverse backgrounds
- Encourage among all staff a culture of listening to children and taking account of their wishes and feelings in any measures to protect them.

Train

- Keeping self and staff skills up to date with appropriate training carried out every two years
- Having a working knowledge of how the Department of Health and Human Services (DHHS) and Community Service Organisations conduct a child protection case conference to be able to attend and contribute to these effectively when required to do so
- Be able to keep detailed, accurate, secure written records of concerns and referral
- Ensure each member of staff has access to and understands the school's child safety policy and procedures, especially new and part time staff
- Make sure staff are aware of training opportunities and the latest DHHS and DET policies and guidance.

RELATED POLICIES AND FURTHER INFORMATION

This policy should be read in conjunction with the other policies and procedures of Whorouly Primary School concerned with Child Safety and Wellbeing:

- Whorouly Primary School Child Safety Responding and Reporting Policy and Procedures
- Whorouly Primary School Child Safe Policy
- Whorouly Primary School Student Wellbeing and Engagement Policy
- Whorouly Primary School Duty of Care Policy
- Whorouly Primary School Camps and Excursions Policy
- Whorouly Primary School On Site Supervision Policy
- Whorouly Primary School Privacy Policy
- Whorouly Primary School WWCC Register Procedures
- Whorouly Primary School WWCC List
- Whorouly Primary School Staff Registers Policy
- Whorouly Primary School Visitors in School Policy
- VIT Legal Obligations of a Teacher
- VIT Teacher Code of Conduct

This policy was ratified by School Council in October 2020.

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Principal

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