



Child Safety

5D.3 Policy

Rationale:

- Ministerial Order No. 870 – “Child Safe Standards – Managing the risk of child abuse in schools” outlines a set of minimum child safety standards which Coburg Special Developmental School (Coburg SDS) adopts in its commitment to **zero tolerance of child abuse**. Child abuse, in its broadest form, includes:
 - any act committed against a child involving
 - a sexual offence; or
 - an offence under section 49B(2) of the Crimes Act 1958 (grooming) and
 - the infliction, on a child, of
 - physical violence; or
 - serious emotional or psychological harm; and
 - serious neglect of a child
- This policy applies to all school environments provided by Coburg SDS for a child’s use including online and external locations and upholds the edict that all children have a right to be safe and free from abuse.

Aims:

- Coburg SDS embeds and engenders a culture of child safety and the fact that it is everyone’s responsibility to keep all children safe and free from abuse. The school’s governing authority will lead this commitment to zero tolerance of child abuse and mandate all staff (including contractors and volunteers), visitors and children to proactively ensure the safety of children at all times.
- Coburg SDS is committed to the safety of all children including those with a disability, Aboriginal and Torres Strait Islander children and children from culturally and linguistically diverse backgrounds.
- Coburg SDS community has shared values of Respect, Teamwork, Learning and Leadership underpinning our Safety Code of Conduct.
- Coburg SDS has aligned its practices with the Child Safety Standards as written in Ministerial Order No. 870, and has developed:
 1. strategies to embed an organisational culture of child safety, including through effective leadership arrangements
 2. a child safe policy or statement of commitment to child safety
 3. a code of conduct that establishes clear expectations for appropriate behaviour with children
 4. screening, supervision, training and other human resources practices that reduce the risk of child abuse by new and existing personnel
 5. processes for responding to and reporting suspected child abuse
 6. strategies to identify and reduce or remove risks of child abuse
 7. strategies to promote the participation and empowerment of children

Implementation:

Coburg SDS will:

- Advertise widely, and in a variety of ways, its Child Safety Policy, Child Safety Code of Conduct and the expectation that we are all working toward zero tolerance of child abuse
- Develop slogans and messages that can be visible on the website, Newsletter, on posters etc in regard to the school's (and its community's) commitment to child safety
- Assign specific roles within its staff Roles and Responsibilities structure to ensure continued compliance with the Standards
- Align all relevant school policies, in regard to student welfare and wellbeing, with the Child Safety Policy; which include:
 - Student Engagement Policy
 - Student Anti Bullying Policy
 - Visitors to School Policy
 - Volunteers and Privacy in the School Community Policy
 - Volunteers Policy
 - On site Supervision Policy
 - Publication of Student Work and Photographs Policy
 - Mandatory Reporting Policy
- Review risk management procedures to ensure safety of all children in any activity provided by the school
- Align recruitment and HR practices to ensure all jobs involving child-connected work clearly state the job's requirements, duties and responsibilities regarding child safety and informing all applicants of these
- Tighten procedures in terms of the use of volunteers and contractors; ensuring they are aware of the school's culture of child safety, outlining their responsibilities in this regard, whilst ascertaining their commitment toward this goal
- Follow all protocols and procedures in regard to mandatory reporting as outlined in The Lakes Mandatory Reporting Policy
- Build a culture of support and encouragement when discussing child safety matters and have a clear process for working through these issues

Evaluation:

- This policy will be reviewed annually to ensure compliance with the Child Safe Standards

Reviewed at staff meeting:

This policy was last ratified by school Council on: 19th September, 2018