



367 High Street  
NAGAMBIE VIC 3608  
T: 03 5794 2608  
F: 03 5794 1435  
M: 0417 489 577  
E: [principal@sjnagambie.catholic.edu.au](mailto:principal@sjnagambie.catholic.edu.au)  
W: [www.sjnagambie.catholic.edu](http://www.sjnagambie.catholic.edu)

## CHILD SAFE POLICY

Policy developed Date: May 2016

Policy reviewed Date: August 2019

Next review: August 2022

### **Identity Statement.**

**St Joseph's School is a Catholic Community in the Josephite tradition where we learn and grow in the Spirit together.**

### **Vision Statements.**

**St Joseph's School strives to be an educating community:**

- Where the total development of each child is nurtured.
- Where an environment of trust, respect, hope and safety is built.
- Where families and the school work in partnership sharing the responsibility to educate the child.
- Where school life is an integral part of the parish and the wider community.
- Where the students learn in a challenging, enjoyable and cooperative way.
- Where the teachings of Jesus are taught, modeled and lived.

### **Graduate Outcomes.**

**St Joseph's students learn to become:**

- Problem solving, inquiring, critical thinkers striving to be their best.
- Competent and ethical users of technology.
- Hope filled, independent, resourceful, creative, resilient and confident young people.
- Knowledgeable and appreciative of the Catholic faith.
- Socially adept, respectful, just, environmentally conscious and appreciative of diversity.

## 1.0 PURPOSE OR RATIONALE

This policy was written to demonstrate the strong commitment of the whole school community of St Joseph's School, leaders, staff, volunteers, students, their families, to child safety and to provide an outline of the policies and procedures developed to keep everyone safe from harm, including all forms of abuse.

## **2.0 COMMITMENT TO CHILD SAFETY**

All students enrolled, and any child visiting, have a right to feel safe and be safe. The wellbeing of children in our care will always be our first priority and we have zero tolerance to child abuse. We aim to create a child safe and child friendly environment where children feel safe and are free to enjoy life to the full without any concern for their safety.

## **3.0 CHILDREN'S RIGHTS TO SAFETY AND PARTICIPATION**

The staff and volunteers of St Joseph's School encourage students to express their views. We listen to their suggestions, especially on matters that directly affect them. We actively encourage all students to openly express their views and feel comfortable about giving voice to the things that are important to them. We teach students about what they can do if they feel unsafe. We listen to and act on any concerns students, or their parents or carers, raise with us.

## **4.0 VALUING DIVERSITY AND INCLUSION**

We value and celebrate diversity, especially cultural diversity, and we do not tolerate discriminatory practices. To achieve this we:

- promote the cultural safety, participation and empowerment of Aboriginal students and their families
- promote the cultural safety, participation and empowerment from culturally and/or linguistically diverse backgrounds (CALD) and their families
- promote the personal safety, participation and empowerment of students with a disability and make them feel welcome and part of all aspects of school life

## **5.0 RECRUITING STAFF AND VOLUNTEERS**

St Joseph's School will apply the most thorough and rigorous standards in the recruitment and screening of staff and volunteers. We interview and conduct referee checks on all staff and volunteers. Working With Children Checks (WWCC) for all non teaching staff and volunteers. VIT registration for all teaching staff. Our commitment to Child Safety and our screening requirements are included in all advertisements for staff and volunteer positions.

## **6.0 SUPPORTING STAFF AND VOLUNTEERS**

St Joseph's School provides support and supervision to all staff and volunteers so people feel valued, respected, affirmed in their work and fairly treated. We have a Code of Conduct to provide guidance to our staff and volunteers, all of whom receive training on the requirements of the Code.

*REFER TO CODE OF CONDUCT both Staff and Volunteers*

## **7.0 REPORTING A CHILD SAFETY CONCERN OR COMPLAINT**

Our school records any child safety complaints, disclosures or breaches of the Code of Conduct, and store the records

in accordance with security and privacy requirements. Our complaints and disclosure processes are outlined and detailed in the following policies and procedures

These following policies and procedures are to be formulated.

- *Child Safe Reporting and Responding Policy*
- *Child Safe Reporting Procedure*
- *Complaints & Disclosure Policy*
- *Complaints Procedure*
- *Disclosure of Abuse or Harm Procedure*
- *Child Safe Responding Procedure*

The Principal has been appointed as Child Safety Officer with specific responsibility for responding to any complaints made by staff, volunteers, parents or students in relation to Child Safety.

## **8.0 RISK MANAGEMENT**

Risk management is an approach that minimises the potential for child abuse or harm to occur. Our Risk Management Plan outlines and details all aspects of risk across our whole school environment (on site and off site school activities) with specific activity risk assessments. In addition to our general Occupational Health and Safety (OH&S) risks, we proactively manage risks of abuse and harm to our students.

Refer to Child Safety Risk Management Plan.

## **9.0 POLICY REVIEW**

This policy is reviewed every three years and we undertake to seek feedback from students, parents, carers, staff and volunteers.

Policy Ratified: May 2016

Reviewed: August 2019

Next Review date: August 2022