

# TERANG COLLEGE

## CHILD SAFETY

### POLICY (Student)

#### 1. RATIONALE

All staff, volunteers and College Council members of Terang College are required to observe child safe principles and expectations for appropriate behaviour towards and in the company of children, as noted below.

#### 2. AIMS

- 2.1. To provide a safe and healthy College environment which takes into consideration the needs of all members of the College community.
- 2.2. To keep College Council, staff, students, parents and community informed of the Child Safe Standards and the legal requirements for managing the risk of child abuse
- 2.3. To maintain the incorporation of Child Safe principals and expectations in risk assessments conducted with the College.
- 2.4. To obtain evidence which indicate staff and volunteers Child Safe Standard requirements are current.

#### 3. IMPLEMENTATION

- 3.1. Issues, actions and decisions relating to this policy will take into account Department of Education and Training policies, memos, guidelines and circulars and Government Ministerial Orders and Acts.
- 3.2. All personnel of Terang College are responsible for supporting the safety, participation, wellbeing and empowerment of children by:
  - 3.2.1. adhering to all Terang College policies at all times and upholding Terang College's statement of commitment to child safety at all time.
  - 3.2.2. taking all reasonable steps to protect children from abuse.
  - 3.2.3. treating everyone with respect.
  - 3.2.4. listening and responding to the views and concerns of children, particularly if they are telling you they or another child has been abused and/or are worried about their safety or the safety of another.
  - 3.2.5. promoting the cultural safety, participation and empowerment of all children and not questioning any child's self-identification.
  - 3.2.6. promoting the cultural safety, participation and empowerment of all children, including Aboriginal and Torres Strait Islander students, and those with culturally and/or linguistically diverse backgrounds (for example, by having a zero tolerance of discrimination).
  - 3.2.7. Promoting the values of the Safe Schools program by fostering a safe environment that is actively inclusive of LGBTI students and the College community members.
  - 3.2.8. promoting the safety, participation and empowerment of children with a disability.
  - 3.2.9. ensuring, as far as practicable, adults are not left alone with a child in a compromising situation.
  - 3.2.10. reporting any allegations of child abuse to the Principal, or delegate, and ensure any allegation are reported to the police or child protection.
  - 3.2.11. reporting any child safety concerns to the Principal or delegate.
  - 3.2.12. if an allegation of child abuse is made, ensure as quickly as possible the child(ren) are safe.
  - 3.2.13. encouraging children to 'have a say' and participate in all relevant organisational activities where possible, especially on issues important to them.
- 3.3. Staff and volunteers must not:
  - 3.3.1. develop any 'special' relationships with children that could be seen as favouritism.
  - 3.3.2. exhibit behaviours with children which may be construed as unnecessarily physical.
  - 3.3.3. put children at risk of abuse.
  - 3.3.4. use inappropriate language in the presence of children.
  - 3.3.5. express personal views on cultures, race or sexuality in the presence of children.
  - 3.3.6. discriminate against any child based on personal views on culture, race, ethnicity, gender, sex, sexuality, religion, politics, age or disability.
  - 3.3.7. have any online contact with a child, or their family, unless for educational or professional purposes.

- 3.3.8. ignore or disregard any suspected or disclosed child abuse.
- 3.4. Child Safe requirements and awareness will be communicated to College Council, staff, students, parents and community through:
  - 3.4.1. induction process
  - 3.4.2. agenda item
  - 3.4.3. mediums used as outlined in the College Communication Policy
  - 3.4.4. College policies
  - 3.4.5. risk controls and assessments
  - 3.4.6. signage
  - 3.4.7. visitor's register
  - 3.4.8. position descriptions
  - 3.4.9. student and staff safety plans
  - 3.4.10. competent recording and archiving documentation associated with an incident
  - 3.4.11. education within the College curriculum
  - 3.4.12. staff training
  - 3.4.13. as necessary, current registration are provided from:
    - 3.4.13.1. Victorian Institution of Teaching
    - 3.4.13.2. Working with Children Check
    - 3.4.13.3. Criminal Record Check
  - 3.4.14. incorporation within staff professional development plans.
- 3.5. References and Information:
  - 3.5.1. Department of Education & Training information link to The Child Safe Standards:  
<https://www.education.vic.gov.au/childhood/providers/regulation/Pages/childsafe.aspx>
  - 3.5.2. Terang College Mandatory Reporting Policy

#### **4. EVALUATION**

- 4.1 This policy will be reviewed every three years as part of the College's Policy review cycle.

***Approved by College Council on 17/06/2019***

# TERANG COLLEGE

## CHILD SAFETY PRINCIPLES AND EXPECTATIONS

All staff, volunteers and board members of Terang College are required to observe child safe principles and expectations for appropriate behaviour towards and in the company of children, as noted below.

All personnel of Terang College are responsible for supporting the safety, participation, wellbeing and empowerment of children by:

- adhering to the College's Child Safe Policy at all times / upholding the College's statement of commitment to child safety at all time
- taking all reasonable steps to protect children from abuse
- treating everyone with respect
- listening and responding to the views and concerns of children, particularly if they are telling you they or another child has been abused and/or are worried about their safety or the safety of another
- promoting the cultural safety, participation and empowerment of Aboriginal children (for example, by never questioning an Aboriginal 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 adults are not left alone with a child
- reporting any allegations of child abuse to the College Principal or a member of the Leadership Team and ensure any allegation reported to the police or child protection
- reporting any child safety concerns to the College Principal or a member of the Leadership Team
- if an allegation of child abuse is made, ensure as quickly as possible the child(ren) are safe
- encouraging children to 'have a say' and participate in all relevant organisational activities where possible, especially on issues important to them

Staff and volunteers must not:

- develop any 'special' relationships with children that could be seen as favouritism (for example, the offering of gifts or special treatment for specific children)
- exhibit behaviours with children which may be construed as unnecessarily physical (for example inappropriate sitting on laps. Sitting on laps could be appropriate sometime, for example while reading a storybook to a small child in an open plan area)
- put children at risk of abuse (for example, by locking doors)
- 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 personal views on cultures, race or sexuality in the presence of children
- discriminate against any child, including because of culture, race, ethnicity or disability
- have contact with a child or their family outside of our organisation without the College Principal's or a member of the Leadership Team's knowledge and/or consent (for example, no babysitting). Accidental contact, such as seeing people in the street, is appropriate)
- have any online contact with a child or their family (unless necessary, for example providing families with e-newsletters)
- ignore or disregard any suspected or disclosed child abuse.

By observing these standards you acknowledge your responsibility to immediately report any breach of this code to the Terang College's the College Principal or a member of the Leadership Team.

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



