



Lloyd Street School Child Safe Policy

Rationale (statement of commitment)

All children have the right to feel and be safe. At Lloyd Street School the welfare of the children in our care is always our first priority. We have zero tolerance for child abuse. We aim to provide an environment of mutual respect, appreciation of diversity and open communication.

At Lloyd Street School we are committed to ensuring all children are protected from physical, sexual, emotional, psychological and cultural abuse and neglect. Our responsibility for taking action must be understood and accepted by all members of our community.

Aims

This policy has been developed to ensure Lloyd Street School fully complies with MINISTERIAL ORDER 870: CHILD SAFE STANDARDS – MANAGING THE RISK OF CHILD ABUSE IN SCHOOLS.

To this end Lloyd Street School aims:

- To communicate to all members of the school community that there is zero tolerance for child abuse.
- To develop a school culture of respect and inclusivity whereby discrimination in any form is not tolerated.
- To ensure the appropriate conduct for all school staff and volunteers working directly with children are comprehensively communicated and complied with.
- To ensure there are processes to verify that all adults entering the school including parents, visitors or adults completing work not directly related to children, are identified and are aware of and comply with the appropriate conduct within a child safe environment.
- To ensure there are appropriate risk management procedures in place to minimise the possibility of child abuse.
- To develop a culture within which students are empowered to communicate their thoughts and concerns and are supported to communicate when they feel unsafe.
- To ensure the school community is aware of the procedures for responding to and reporting allegations of suspected child abuse and these procedures are rigorously adhered to.

Implementation

STANDARD ONE - EMBEDDING AN ORGANISATIONAL CULTURE OF CHILD SAFETY

It is the Principal's responsibility to ensure that a culture of Child Safety is embedded at Lloyd Street School by:

- Modelling a commitment to child safety at all times.
- Ensuring an inclusive environment which is free from any form of discrimination and enables open communication.
- Raising awareness about child safety across all sectors of the school community.
- Communicating the school's Child Safe Policy and Child Safe Code of Conduct to all sectors of the school community.
- Ensuring the Child Safe Policy and Code of Conduct is adhered to by all members of the school community and visitors to the school.
- Implementing procedures to minimise the risk of child abuse occurring.
- Responding appropriately to any reports or concerns in relation to Child Safety immediately and in the appropriate manner.

- Providing an education programme that empowers students and ensures they understand their rights.
- Reviewing and adapting all Child Safety policies and procedures on a regular basis or in response to feedback.

STANDARD TWO – A CHILD SAFE POLICY OR STATEMENT OF COMMITMENT TO CHILD SAFETY

In order to ensure the safety of children within the school environment, Lloyd Street School's Child Safe Policy must be:

- Comprehensive in nature and inclusive of all children.
- Approved by the governing body – the Lloyd Street School Council.
- Effectively communicated to, and understood by, the entire school community.
- Rigorously applied by all community members.
- Reviewed for its effectiveness and updated regularly.

STANDARD 3 – A CODE OF CONDUCT THAT ESTABLISHES CLEAR EXPECTATIONS FOR APPROPRIATE BEHAVIOUR WITH CHILDREN.

In order to ensure the safety of children within the environment, Lloyd Street School must have a clearly articulated Code of Conduct in relation to Child Safety. The Code of Conduct will be communicated to all community members and visitors to the School by:

- Displaying it prominently in the main foyer of the school.
- Publishing annually in the school newsletter.
- Requesting signed commitments from all staff, volunteers and teacher education students who will be working directly with students.
- Requesting signed commitments from all verified service providers who work in the school, at the time of their induction.

STANDARD 4 – SCREENING, SUPERVISION, TRAINING AND OTHER HUMAN RESOURCE PRACTICES THAT REDUCE THE RISK OF CHILD ABUSE BY NEW AND EXISTING PERSONNEL

Lloyd Street School will minimise the risk of child abuse occurring by implementing the following processes in regard to school staff and volunteers:

- Ensuring that all job advertisements communicate that we are a Child Safe School.
- Verifying and retaining a copy of the appropriate certification for all school staff and volunteers (ie. VIT Registration and Working With Children Checks).
- Sighting and recording the details of the Working With Children Checks of parents or guardians, who may be working with students independently, in a central database.
- Requiring Working with Children Checks from parents or guardians (who under this policy are not classified as volunteers) who may be supervising students independently of a staff member (eg at camps, excursions, the swimming programme and in the student led canteen etc)
- Checking referees with specific focus on the candidate's suitability to work with children.
- Inducting all new staff into the school's expectations of conduct and behaviour as a Child Safe School.
- Ensuring all staff and volunteers understand and adhere to the Code of conduct.
- Ensuring all staff and volunteers are aware of their reporting obligations in relation to Child Safety.

STANDARD 5 – PROCESSES FOR RESPONDING TO AND REPORTING SUSPECTED CHILD ABUSE

The Lloyd Street School community has a shared responsibility to keep all children safe. All staff members will be informed of the processes for responding to concerns in relation to child safety.

All School Staff will be regularly briefed about responding and reporting concerns by:

- Annual training, led by the Principal, outlining;
 - Types of abuse – unintentional, physical, sexual, psychological, cultural and neglect.
 - How to respond to a concern about a child's safety or a disclosure.
 - Legal (mandatory) obligations - physical and sexual abuse, grooming and failure to protect and failure to disclose.
 - Processes for reporting to Police or Child Protection.
 - Supports available should we believe a child is in immediate danger.
- Completing the DE&T e-module on Mandatory Reporting annually.

- Displaying prominently the Child Safety reporting process in the school.

STANDARD 6 – STRATEGIES TO IDENTIFY AND REDUCE OR REMOVE RISKS OF CHILD ABUSE

In order to minimise the risk of child abuse occurring we will ensure:

- The identity of all visitors to the school is verified.
- That all personnel who will be working with students have the appropriate accreditation and are aware of the expected conduct, as outlined in the Code of Conduct in relation to Child Safety.
- That only verified service providers, who have completed the OH&S induction with the school, are engaged to work in the school in roles not directly relating to children.
- All school excursions and activities are appropriately risk assessed in line with the Lloyd Street School Excursions and Activities Policy.
- All personnel are aware of the appropriate duty of care procedures in relation to student supervision through staff induction and the Excursion and Activities Policy.
- There is a current, rigorously applied, Cyber Safety Policy which ensures the safety of students accessing the internet.
- That special consideration of is given to the needs and safety of vulnerable children – ie children with a disability or from a diverse cultural background.

STANDARD 7 – STRATEGIES TO PROMOTE AND EMPOWER THE PARTICIPATION OF CHILDREN

In order to ensure that the students of Lloyd Street are educated, aware and empowered to manage situations where they feel unsafe, the school provides:

- A comprehensive International Baccalaureate Curriculum Programme which examines their rights, the rights of others and the beliefs and values of diverse cultural groups.
- Opportunities for student voice within the school community - which encourages students to speak up when they feel unsafe or they witness events they believe are unjust, unfair or harmful.
- Education in relation to Cyber-Safety – focusing on staying safe on line within and beyond the school community.
- Education in relation to sexuality and healthy relationships.

Evaluation

This policy will be reviewed as part of the cyclical review process or in response to any relevant events.

Additional feedback will include:

- Student Survey – student safety
- Parent Survey – student safety
- Incident reporting – Emergency Management

Definition: A volunteer is a person who works in the school with students and is not employed by the school. It does not include the parent body.

October 2020

This policy was reviewed:

This policy is to be read in conjunction with:

The Excursions and Activities Policy

The Cyber-Safety Policy

The Lloyd Street Child Safe Code of Conduct

The Child Safety Responding and Reporting Obligations