

where children and young people are safe and feel safe; and provides the policy framework for the

All staff, volunteers, contractors and whether or not they work in direct contact with children or young people. This policy will apply across a range of school forums (e.g. camps, online) and outside of school hours.

Port Phillip Specialist School is committed to safety and wellbeing of all vulnerable children and young people. This will be the primary focus of our care and decision-making, with particular attention paid to the cultural safety of Aboriginal children and children from culturally and/or linguistically diverse backgrounds, as well as the safety of children with a disability.

Port Phillip Specialist School has zero tolerance for child abuse.

Port Phillip Specialist School is committed to providing a child safe environment where children and young people are safe and feel safe, and their voices are heard about decisions that affect their lives.

Every person involved in Port Phillip Specialist School has a responsibility to understand the important and specific role he/she plays individually and collectively to ensure that the wellbeing and safety of all children and young people is at the forefront of all they do and every decision they make.

In its planning, decision-making and operations, Port Phillip Specialist School will:

Take a preventative, proactive and participatory approach to child safety;

Value and empower children to participate in decisions which affect their lives;

Foster a culture of openness that supports all persons to safely disclose risks of harm to children;

Respect diversity in cultures and child rearing practices while keeping child safety paramount;

Provide written guidance on appropriate conduct and behaviour towards children;

Engage only the most suitable people to work with children and have high quality staff and volunteer supervision and professional development;

Ensure children know who to talk with if they are worried or are feeling unsafe, and that they are comfortable and encouraged to raise such issues;

Report suspected abuse, neglect or mistreatment promptly to the appropriate authorities; Share information appropriately and lawfully with other organisations where the safety and wellbeing of children is at risk; and

Value the input of and communicate regularly with families and carers.



Policies and procedures outlining Port Phillip Specialist School

approach to the Child Safe Standards are outlined below. For

further inform Assistant Principal.

A child-safe culture Port Phillip Specialist School culture encourages staff to raise,

discuss and scrutinise concerns making it more difficult for abuse to

occur and remain hidden.

Personnel understand their roles and

responsibilities/Code

of Conduct

School leaders and managers will ensure that each person understands their role, responsibilities and behaviour expected in protecting children and young people from abuse and neglect. Staff

Conduct sets out clear awareness of the difference between appropriate and inappropriate behaviour. Refer to the Victorian Institute of Teaching, Victorian Teachers Professional Codes of

Conduct and Ethics.

<u>Human resources practices</u> and training

The school applies best practice standards in the recruitment and screening of staff, and will take all reasonable steps to ensure that it engages the most suitable and appropriate people to work with them. We will ensure that staff indication, education and training programs are a vital part of our commitment to safeguarding children and young people from abuse and neglect. All prospective staff and volunteers are required to undergo National Criminal History Records check and maintain a valid Working with Children Check.

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Reporting a child safety, concern or complaint

The school has clear expectations for staff and volunteers in making a report about a child or young person who may be in need of





camps, sporting events, excursions, competitions and other events).

School staff in a government school means, an individual working in a school environment who is:

employed under Part 2.4 of the

in the government teaching

service; or

employed under a contract of service by the council of the school under Part 2.3 of the ETR Act; or

a volunteer or a contracted service provider (whether or not a body corporate or any other person is an intermediary).

Related local polices, including

and

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