



“Small School, Big Opportunities”  
Cooperation, Kindness, Resilience, Respect

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## ***Child Safety Standards*** **Good Leadership and Governance**

**The child safe standards require organisations that provide services for children<sup>1</sup> to have strategies to embed an organisational culture of child safety, including through effective leadership arrangements. Protecting children from abuse is everybody’s business, and an organisation’s leadership is essential to instilling a child safety culture.**

### **Leadership in a child safe environment**

Working with children can be very rewarding, and it brings additional responsibilities.

At Tarwin Lower Primary School we protect children from abuse and build an environment where children feel respected, valued and encouraged to reach their full potential. This requires a culture of child safety to be embedded throughout our organisation so that child safety is part of everyone’s everyday thinking and practice. Such a culture is achieved through proactive leadership in demonstrating the appropriate values, attitudes and behaviours of an organisation.

A child safe environment is the product of a range of strategies and initiatives. Tarwin Lower Primary School fosters a culture of openness, inclusiveness and awareness. Children and adults should know what to do if they observe or are subject to abuse or inappropriate behaviour.

All staff and volunteers must consider the safety of all children, and recognise the importance of cultural safety for Aboriginal children, cultural safety for children from culturally and linguistically diverse backgrounds, and the safety of children with a disability.<sup>2</sup>

### **Governance in a child safe environment**

At Tarwin Lower Primary School Leadership takes preventative, proactive and participatory approaches to child safety issues. The safety and wellbeing of children is a paramount consideration when developing activities, policies and management practices.

### **Leadership responsibilities**

Leadership is responsible for embedding a culture of child safety at Tarwin Lower Primary School, including by using the below tools. Leadership takes the lead in protecting children from abuse, and is made aware of child abuse allegations and risks and takes responsibility for ensuring an appropriate response.

We ensure that all allegations of child abuse and child safety concerns are treated very seriously. This includes complying with all legal requirements, including reporting suspicions of child abuse to police and/or child protection. **If you believe a child is at immediate risk of abuse phone 000.**

### **Identify and analyse risk of abuse**

Tarwin Lower Primary School has approaches to prevent, detect and respond to child abuse risks. This includes a risk management strategy and policy that sets out how your organisation identifies, assess, and takes steps to reduce or remove child abuse risks.

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<sup>1</sup> For a [list of the organisations in scope](http://www.dhs.vic.gov.au/about-the-department/documents-and-resources/policies,-guidelines-and-legislation/in-scope-organisations-for-child-safe-standards) for the child safe standards, please see the Department of Health and Human Services website: <www.dhs.vic.gov.au/about-the-department/documents-and-resources/policies,-guidelines-and-legislation/in-scope-organisations-for-child-safe-standards>.

<sup>2</sup> For definitions of key terms, please see [An Overview of the Victorian child safe standards](http://www.dhs.vic.gov.au/_data/assets/word_doc/0005/955598/Child-safe-standards_overview.doc): <www.dhs.vic.gov.au/\_data/assets/word\_doc/0005/955598/Child-safe-standards\_overview.doc>.

### **Develop a child safe policy**

Tarwin Lower Primary School has a child safe policy which outlines our commitment to promoting children's wellbeing and protecting children from abuse.

### **Develop codes of conduct**

Tarwin Lower Primary School has a professional code of conduct for teachers. We also have a code of conduct which specifies the standards of conduct and care required when working, volunteering and interacting with children.

### **Choose suitable employees and volunteers**

Tarwin Lower Primary School takes all reasonable steps to ensure that it engages the most suitable and appropriate people to work with children. This includes police record and identity checks, Working with Children , face-to-face interviews and detailed reference checks from previous employers, including from the applicant's most recent line manager.

### **Support, train, supervise and enhance performance**

Tarwin Lower Primary School ensures that volunteers and employees who work with children have ongoing supervision, support and training so that their performance is developed and enhanced to help protect children from abuse. The Child Safety Officer is the Principal and has knowledge of child safety issues, and is a point of contact for others who have questions or concerns or want to report an allegation of abuse.

### **Promote inclusion**

Tarwin Lower Primary School is inclusive to all children and families and supports:

- cultural safety for Aboriginal children, for example by working in partnership with Aboriginal peoples and Aboriginal community controlled organisations
- cultural safety for children from culturally and/or linguistically diverse backgrounds, for example by using inclusive language and images in policy documents, and communications such as the website and newsletters
- the safety of children with a disability, for example by ensuring your organisation is accessible to everyone and ensuring appropriate training and supervision of staff and volunteers working with children with a disability.

### **Empower and promote the participation of children in decision-making**

Tarwin Lower Primary School promotes the involvement and participation of children in developing and maintaining child safe environments. We listen to children and take them seriously, particularly if they are disclosing abuse or concerns for their safety or the safety of other children.

### **Evaluation:**

This policy will be reviewed **annually**, as part of the schools Child Safety Standards compliance

This policy was ratified by School Council in **March 2017**

### **Further information**

Further information on child safe standards can be found on the [Department of Health and Human Services website](http://www.dhs.vic.gov.au/about-the-department/plans,-programs-and-projects/projects-and-initiatives/children,-youth-and-family-services/creating-child-safe-organisations):

<[www.dhs.vic.gov.au/about-the-department/plans,-programs-and-projects/projects-and-initiatives/children,-youth-and-family-services/creating-child-safe-organisations](http://www.dhs.vic.gov.au/about-the-department/plans,-programs-and-projects/projects-and-initiatives/children,-youth-and-family-services/creating-child-safe-organisations)>

Additional resources for organisations in the child safe standards toolkit can be found on the [Department of Health and Human Services website](http://www.dhs.vic.gov.au/about-the-department/documents-and-resources/policies,-guidelines-and-legislation/child-safe-standards): <[www.dhs.vic.gov.au/about-the-department/documents-and-resources/policies,-guidelines-and-legislation/child-safe-standards](http://www.dhs.vic.gov.au/about-the-department/documents-and-resources/policies,-guidelines-and-legislation/child-safe-standards)>. In particular, [An Overview to the Victorian child safe standards](http://www.dhs.vic.gov.au/about-the-department/documents-and-resources/policies,-guidelines-and-legislation/child-safe-standards), has information to help organisations understand the requirements of each of the child safe standards, including examples of measures organisations can put in place, a self-audit tool and a glossary of key terms:

<[www.dhs.vic.gov.au/\\_\\_data/assets/word\\_doc/0005/955598/Child-safe-standards\\_overview.doc](http://www.dhs.vic.gov.au/__data/assets/word_doc/0005/955598/Child-safe-standards_overview.doc)>

Standard 1 : Organisational Structure