

# Child Safe Policy



## Help for non-English speakers

If you need help to understand this policy, please contact your child's school.

## Purpose

The Wodonga Federation of Government Schools' (The Federation) Child Safety Policy demonstrates our member school's commitment to creating and maintaining a child safe and child-friendly organisation, where children and young people are safe and feel safe.

This policy provides an overview of our school's approach to implementing [Ministerial Order 1359](#) (PDF, 363KB) which sets out how the Victorian Child Safe Standards apply in school environments.

It informs our member school communities of everyone's obligations to act safely and appropriately towards children and guides their processes and practices for the safety and wellbeing of students across all areas of our work.

## Scope

This policy:

- applies to all member school's staff, volunteers and contractors whether or not they work in direct contact with students. It also applies to each member school's school council members where indicated.
- applies in all physical and online school environments used by students during or outside of school hours, including other locations provided by for a student's use (for example, a school camp) and those provided through third-party providers
- should be read together with our other child safety and wellbeing policies, procedures, and codes – refer to the related school policies section below.

## Definitions

The following terms in this policy have [specific definitions](#):

- child
- child safety

### Contact Us

**Email:** [Info@wodonga.vic.edu.au](mailto:Info@wodonga.vic.edu.au)

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**Address:** 80 Brockley St, Wodonga, Vic, 3690

**Phone:** 0419213496



- child abuse
- child-connected work
- child-related work
- school environment
- school boarding environment
- school staff
- school boarding premises staff
- school governing authority
- school boarding premises governing authority
- student
- volunteer.

## Statement of commitment to child safety

The Federation and its member schools are a child safe organisation which welcomes all children, young people and their families.

We are committed to providing environments where our students are safe and feel safe, where their participation is valued, their views respected, and their voices are heard about decisions that affect their lives. Our child safe policies, strategies and practices are inclusive of the needs of all children and students.

We have no tolerance for child abuse and take proactive steps to identify and manage any risks of harm to students in our school environments.

We promote positive relationships between students and adults and between students and their peers. These relationships are based on trust and respect.

We take proactive steps to identify and manage any risk of harm to students in our school environments. When child safety concerns are raised or identified, we treat these seriously and respond promptly and thoroughly.

Particular attention is given to the child safety needs of Aboriginal students, those from culturally and linguistically diverse backgrounds, international students, students with disabilities, those unable to live at home, children and young people who identify as lesbian, gay, bisexual, trans and gender diverse, intersex and queer (LGBTIQ+) and other students experiencing risk or vulnerability. Inappropriate or harmful behaviour targeting students based on these or other characteristics, such as racism or homophobia, are not tolerated at our schools, and any instances identified will be addressed with appropriate consequences.

Child safety is a shared responsibility. Every person involved in our schools has an important role in promoting child safety and wellbeing and promptly raising any issues or concerns about a child's safety.

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We are committed to regularly reviewing our child safe practices, and seeking input from our students, families, staff, and volunteers to inform our ongoing strategies.

## **Roles and responsibilities**

### **School leadership team**

Our member school leadership teams (comprising of but not limited to the principal and assistant principal/s) are responsible for ensuring that a strong child safe culture is created and maintained, and that policies and practices are effectively developed and implemented in accordance with Ministerial Order 1359.

Principals and assistant principals will:

- ensure effective child safety and wellbeing governance, policies, procedures, codes and practices are in place and followed
- model a child safe culture that facilitates the active participation of students, families and staff in promoting and improving child safety, cultural safety and wellbeing
- enable inclusive practices where the diverse needs of all students are considered
- reinforce high standards of respectful behaviour between students and adults, and between students
- promote regular open discussion on child safety issues within the school community including at leadership team meetings, staff meetings and school council meetings
- facilitate regular professional learning for staff and volunteers (where appropriate) to build deeper understandings of child safety, cultural safety, student wellbeing and prevention of responding to abuse
- create an environment where child safety complaints and concerns are readily raised, and no one is discouraged from reporting an allegation of child abuse to relevant authorities.

### **School staff and volunteers**

All staff and volunteers will:

- participate in child safety and wellbeing induction and training provided by each member school or the Department of Education and Training, and always follow Federation's child safe policies and procedures
- act in accordance with the Federation's Child Safety Code of Conduct (<http://www.wodonga.vic.edu.au/child-safe/>)
- identify and raise concerns about child safety issues in accordance with our Child Safety Responding and Reporting Obligations Policy and Procedures

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- (<http://www.wodonga.vic.edu.au/child-safe/>), including following the [Four Critical Actions for Schools](#)
- ensure students' views are taken seriously and their voices are heard about decisions that affect their lives
- implement inclusive practices that respond to the diverse needs of students.

### **School council**

In performing the functions and powers given to them under the *Education and Training Reform Act 2006*, school council members will:

- champion and promote a child safe culture with the broader school community
- ensure that child safety is a regular agenda item at school council meetings
- undertake annual training on child safety
- approve updates to, and act in accordance with the Child Safety Code of Conduct to the extent that it applies to school council employees and members
- when hiring school council employees, ensure that selection, supervision, and management practices are child safe. Across our member schools, school council employment duties are delegated to the principal who is bound by this policy.

### **Specific staff child safety responsibilities**

Each member school has nominated a child safety champion to support the principal to implement our child safety policies and practices, including staff and volunteer training.

The responsibilities of the child safety champion are outlined at [Guidance for child safety champions](#).

Our principals and child safety champion are the first point of contact for child safety concerns or queries and for coordinating responses to child safety incidents.

- The Assistant Principal at each member school is responsible for monitoring the school's compliance with the Child Safe Policy. Anyone in our school community should approach the Assistant Principal if they have any concerns about the school's compliance with the Child Safe Policy
- The Principal of each member school is responsible for informing the school community about this policy, and making it publicly available
- Other specific roles and responsibilities are named in other child safety policies and procedures, including the Child Safety Code of Conduct, Child Safety Responding and

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- Reporting Obligations (including Mandatory Reporting) Policy and Procedures, and Child Safety Risk Register.

Our member schools have also established a Child Safety and Wellbeing Team and a Student Reference Group on child safety. The Child Safety and Wellbeing Team meet regularly to identify and respond to any ongoing matters related to child safety and wellbeing. The Student Reference Group provides an opportunity for students to provide input into school strategies.

Our Risk Management Committee monitors the Child Safety Risk Register.

## Child Safety Code of Conduct

Our Child Safety Code of Conduct sets the boundaries and expectations for appropriate behaviours between adults and students. It also clarifies behaviours that are not acceptable in our physical and online environments.

We ensure that students also know what is acceptable and what is not acceptable so that they can be clear and confident about what to expect from adults in the school.

The Child Safety Code of Conduct (<http://www.wodonga.vic.edu.au/child-safe/>) also includes processes to report inappropriate behaviour.

## Managing risks to child safety and wellbeing

Our member schools identify, assess and manage risks to child safety and wellbeing in our physical and online school environments. These risks are managed through our child safety and wellbeing policies, procedures and practices, and in our activity specific risk registers, such as those we develop for off-site overnight camps, adventure activities and facilities and services we contract through third party providers for student use.

Our member schools' Child Safety Risk Register is used to record any identified risks related to child abuse alongside actions in place to manage those risks. Each member school's leadership team will monitor and evaluate the effectiveness of the actions in the Child Safety Risk Register at least annually.

## Establishing a culturally safe environment

Across the Federation and its member schools, we are committed to establishing an inclusive and culturally safe schools where the strengths of Aboriginal culture, values and practices are respected.

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We think about how every student can have a positive experience in a safe environment. For Aboriginal students, we recognise the link between Aboriginal culture, identity and safety and actively create opportunities for Aboriginal students and the Aboriginal community to have a voice and presence in our school planning, policies, and activities.

Each member school's Reconciliation Action Plan outlines the measures we have in place to maintain an inclusive and culturally safe school for Aboriginal children and students.

## Student empowerment

To support child safety and wellbeing across our member schools, we work to create an inclusive and supportive environment that encourages students and families to contribute to our child safety approach and understand their rights and their responsibilities.

Respectful relationships between students are reinforced and we encourage strong friendships and peer support in the school to ensure a sense of belonging through implementing the whole school approach to Respectful Relationships, each member schools' student Code of Conduct, and school values.

Our member schools inform students of their rights through our whole school approach to Respectful Relationships and give them the skills and confidence to recognise unsafe situations with adults or other students and to speak up and act on concerns relating to themselves or their peers. We ensure our students know who to talk to if they are worried or feeling unsafe and we encourage them to share concerns with a trusted adult at any time. Students and families can also access information on how to report concerns at their school's reception.

When our member schools are gathering information in relation to a complaint about alleged misconduct or abuse of a child, they will listen to the complainant's account and take them seriously, check their understanding of the complaint, support the student and keep them (and their parents and carers, as appropriate) informed about progress.

## Family engagement

Our families and the school community have an important role in monitoring and promoting children's safety and wellbeing and helping children to raise any concerns.

To support family engagement, our member schools are committed to providing families and community with accessible information about our child safe policies and practices and involving them in our approach to child safety and wellbeing.

Baranduda Primary School  
Belvoir Special School  
Melrose Primary School  
Wodonga Middle Years College  
Wodonga Senior Secondary College  
Wodonga South Primary School  
Wodonga Primary School  
Wodonga West Children's Centre

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We will create opportunities for families to have input into the development and review of our child safety policies and practices and encourage them to raise any concerns and ideas for improvement.

We do this by:

- The Federation and each member will seek input from families and the community through newsletters, school council, subcommittees of school council, student, staff, and parent meetings etc.
- Each school community will be informed of any adoption or modification to our child safety policies through their school newsletter
- all of our child safety policies and procedures will be available for students and parents on the Federation website and each member schools' website
- Newsletters will inform families and the school community about any significant updates to our child safety policies or processes, and strategies or initiatives that we are taking to ensure student safety
- PROTECT Child Safety posters will be displayed across each member schools

## **Diversity and equity**

As a child safe organisation, we celebrate the rich diversity of our students, families and community and promote respectful environments that are free from discrimination. Our focus is on wellbeing and growth for all.

We recognise that every child has unique skills, strengths and experiences to draw on.

We pay particular attention to individuals and groups of children and young people in our community with additional and specific needs. This includes tailoring our child safety strategies and supports to the needs of:

- Aboriginal/Torres Strait Islander children and young people
- children from culturally and linguistically diverse backgrounds
- children and young people with disabilities
- children unable to live at home or impacted by family violence
- international students
- children and young people who identify as LGBTIQ+.

Each of our member school has a Student Wellbeing and Engagement Policy which provides more information about the measures we have in place to support diversity and equity.

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## Suitable staff and volunteers

Our Federation member schools, apply robust child safe recruitment, induction, training, and supervision practices to ensure that all staff, contractors, and volunteers are suitable to work with children.

### Staff recruitment

When recruiting staff, we follow the Department of Education and Training's recruitment policies and guidelines, available on the Policy and Advisory Library (PAL) at:

- [Recruitment in Schools](#)
- [Suitability for Employment Checks](#)
- [School Council Employment](#)
- [Contractor OHS Management](#)

When engaging staff to perform child-related work, we:

- sight, verify and record the person's Working with Children clearance or equivalent background check such as a Victorian teaching registration
- collect and record:
  - proof of the person's identity and any professional or other qualifications
  - the person's history of working with children
  - references that address suitability for the job and working with children.

### Staff induction

All newly appointed staff will be expected to participate in our child safety and wellbeing induction program. The program will include a focus on:

- the Child Safe Policy (this document)
- the Child Safety Code of Conduct
- the Child Safety Responding and Reporting Obligations (including Mandatory Reporting) Policy and Procedures and
- any other child safety and wellbeing information that school leadership considers appropriate to the nature of the role.

### Ongoing supervision and management of staff

All staff engaged in child-connected work will be supervised appropriately to ensure that their behaviour towards children is safe and appropriate.

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Staff will be monitored and assessed to ensure their continuing suitability for child-connected work. This will be done by regular performance review.

Inappropriate behaviour towards children and young people will be managed swiftly and in accordance with our school and department policies and our legal obligations. Child safety and wellbeing will be paramount.

### **Suitability of volunteers**

All volunteers are required to comply with our Federation's Volunteers Policy, which describes how we assess the suitability of prospective volunteers and outlines expectations in relation to child safety and wellbeing induction and training, and supervision and management.

## **Child safety knowledge, skills and awareness**

Ongoing training and education are essential to ensuring that staff understand their roles and responsibilities and develop their capacity to effectively address child safety and wellbeing matters.

In addition to the child safety and wellbeing induction, our staff will participate in a range of training and professional learning to equip them with the skills and knowledge necessary to maintain a child safe environment.

Staff child safety and wellbeing training will be delivered at least annually and will include guidance on:

- our schools' child safe policies, procedures, codes, and practices
- completing the [Protecting Children – Mandatory Reporting and Other Legal Obligations](#) online module annually
- recognising indicators of child harm including harm caused by other children and students
- responding effectively to issues of child safety and wellbeing and supporting colleagues who disclose harm
- how to build culturally safe environments for children and students
- information sharing and recordkeeping obligations
- how to identify and mitigate child safety and wellbeing risks in the school environment.

Other professional learning and training on child safety and wellbeing, for example, training for our volunteers, will be tailored to specific roles and responsibilities and any identified or emerging needs or issues.

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## School council training and education

To ensure our school councils are equipped with the knowledge required to make decisions in the best interests of student safety and wellbeing, and to identify and mitigate child safety and wellbeing risks in our school environment, the councils are trained at least annually. Training includes guidance on:

- individual and collective obligations and responsibilities for implementing the Child Safe Standards and managing the risk of child abuse
- child safety and wellbeing risks in our school environment
- Wodonga Federation of Government Schools' child safety and wellbeing policies, procedures, codes and practices.

## Complaints and reporting processes

The Federation's member schools fosters a culture that encourages staff, volunteers, students, parents, and the school community to raise concerns and complaints. This makes it more difficult for breaches of the code of conduct, misconduct or abuse to occur and remain hidden.

We have clear pathways for raising complaints and concerns and responding and this is documented in our Federation's Complaint Policy. The Complaints Policy can be found at <http://www.wodonga.vic.edu.au/our-federation/policiespublications/>

If there is an incident, disclosure, allegation or suspicion of child abuse, all staff and volunteers (including school council employees and homestay providers) must follow our Child Safety Responding and Reporting Obligations Policy and Procedures. Our policy and procedures address complaints and concerns of child abuse made by or in relation to a child or student, school staff, volunteers, contractors, service providers, visitors or any other person while connected to the school.

As soon as any immediate health and safety concerns are addressed, and relevant school staff have been informed, we will ensure our school follows:

- the [Four Critical Actions](#) for complaints and concerns relating to adult behaviour towards a child
- the [Four Critical Actions: Student Sexual Offending](#) for complaints and concerns relating to student sexual offending

Each schools' Student Wellbeing and Engagement Policy can be found on their website and the Federation's Bullying Prevention Policy can be found at <http://www.wodonga.vic.edu.au/our-federation/policiespublications/> both these policies cover complaints and concerns relating to student physical violence or other harmful behaviours.

## Communications

The Federation and its member schools are committed to communicating our child safety strategies to our school communities through:

- ensuring that key child safety and wellbeing policies are available on our website including the Child Safe Policy (this document), Child Safety Code of Conduct, and the Child Safety Responding and Reporting Obligations (including Mandatory Reporting) Policy and Procedure
- displaying PROTECT posters around the schools
- updates in our school newsletters
- ensuring that child safety is a regular agenda item at school leadership meetings, staff meetings and school council meetings.

## Privacy and information sharing

Each Federation school collects, uses, and discloses information about children and their families in accordance with Victorian privacy laws, and other relevant laws. For information on how our schools collect, use and disclose information refer to: [Schools' Privacy Policy](#).

## Records management

We acknowledge that good records management practices are a critical element of child safety and wellbeing and manage our records in accordance with the Department of Education and Training's policy: [Records Management – School Records](#)

## Review of child safety practices

The Federation has an established process for the review and ongoing improvement of our child safe policies, procedures, and practices.

We will:

- review and improve our policy every 2 years or after any significant child safety incident
- analyse any complaints, concerns, and safety incidents to improve policy and practice
- act with transparency and share pertinent learnings and review outcomes with school staff and our school communities.

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## Related policies and procedures

This Child Safety and Wellbeing Policy is to be read in conjunction with other related school policies, procedures, and codes. These include our:

- Wodonga Federation of Government Schools Bullying Prevention Policy
- Wodonga Federation of Government Schools Child Safety Responding and Reporting Obligations Policy and Procedures
- Wodonga Federation of Government Schools Child Safety Code of Conduct
- Wodonga Federation of Government Schools Complaints Policy
- Wodonga Federation of Government Schools Digital Learning Policy
- Wodonga Federation of Government Schools Inclusion and Diversity Policy
- Wodonga Federation of Government Schools Student Wellbeing and Engagement Policy
- Wodonga Federation of Government Schools Visitors Policy
- Wodonga Federation of Government Schools Volunteers Policy

## Policy status and review

The Assistant Principal from each school is responsible for reviewing and updating the Child Policy at least every two years along with the other Federation member schools. The review will include input from students, parents/carers and the community.

## Approval

|                            |  |
|----------------------------|--|
| Policy last reviewed       |  |
| Consultation               |  |
| Approved by                |  |
| Next scheduled review date |  |