

Rationale

Children have the right to be protected from abuse. Casey Grammar School aims to protect children from abuse, including physical violence, sexual offences, serious emotional or psychological abuse and serious neglect. We support and respect all children, as well as our staff and volunteers. We are committed to the welfare, safety and protection of all our students and have zero tolerance of child abuse.

Aim

Casey Grammar School aims to protect children from abuse by embedding a focus on child protection in the school's processes, human resource practices, and by ensuring clear expectations and training for staff and volunteers, and age-appropriate education for students throughout the school.

Casey Grammar School considers the diversity of all children and aims to make reasonable attempts to accommodate the needs of (but not limited to):

- Aboriginal and Torres Strait Islander children
- Children from culturally and linguistically diverse backgrounds
- Children with disabilities
- Children who are vulnerable.

The key elements of the school's approach to child safety are reflected in this policy.

Implementation

1. All personnel of Casey Grammar School are responsible for supporting the safety of children by adherence to a Code of Conduct to ensure behaviour towards children is safe and appropriate.
2. By embedding a child safe culture, risks will be identified early, and steps taken to address and reduce such risks, both in the physical environment and cyber environments.
3. Regular, ongoing training and education are important to ensure that everyone at CGS understands stated policies and procedures and the steps to be taken where a child's safety is at risk.
4. CGS takes all reasonable steps to employ qualified people to work with children. All teaching staff must be registered with the Victorian Institute of Teaching (VIT) and all staff engaged in child-related work, including volunteers and contracted personnel, are required to hold a Working with Children Check and to provide evidence of this Check.

Induction of new personnel will include child protection information.

5. Casey Grammar School takes its legal responsibilities seriously, including:
 - **Failure to disclose:** Reporting child sexual abuse is a community-wide responsibility. All adults in Victoria who have a reasonable belief that an adult has committed a sexual offence against a child under 16 have an obligation to report this information to the police. Failure to disclose the information to police is a criminal offence.
 - **Failure to protect:** People in authority in our organisation will commit an offence if they know of a substantial risk of child sexual abuse and have the power or responsibility to reduce or remove the risk, but negligently fail to do so.
 - All staff who are **mandatory reporters** must comply with their duties.
6. Child Safety Officers will be the point of contact for staff, students, volunteers or parents who have questions or concerns, or who want to report an allegation of child abuse. These officers are The Deputy Principal – Pastoral Care, the Head of the Primary School and the School Psychologist.

7. Procedures for responding and reporting:

An allegation of child abuse can be reported internally to

- A Child Safety Officer (see 6 above)
- Any member of the Academic Management Team
- The Principal
- The Human Resources Manager

Depending on the severity or urgency of the matter this may result in a report to The Department of Human Services, the Victoria Police or the Victorian Institute of Teaching.

It is expected that the Principal will be advised of a notification to DHS, Victoria Police or VIT.

A report may be the result of investigation of observations of risk indicators, private or public disclosure by a child, or third party disclosure.

Support will be provided for any party as required following a disclosure.

8. Children should be taught, through the schools' Pastoral Care program, of the need to understand how to report abuse through age-appropriate education of child abuse awareness and prevention.

9. **Risk Management**

In Victoria, organisations are required to protect children when a risk is identified (as noted above). In addition to general occupational health and safety risks, we proactively manage risks of abuse to our children.

We have risk management strategies in place to identify, assess, and take steps to minimise child abuse risks, which include risks posed by physical environments (for example, any doors that can lock), and online environments (for example, no staff or volunteer is to have contact with a child in organisations on social media).

10. **Regular review**

This policy will be reviewed every two years and following significant incidents if they occur. We will ensure that families and children have the opportunity to contribute. Where possible we do our best to work with local Aboriginal communities, culturally and/or linguistically diverse communities and people with a disability.

Related Legislation:

Children, Youth & Families Act 2005
Child Wellbeing and Safety Act 2005
Education and Training Reform Act 2006
Working with Children Act 2005
Crimes Act 1958 (Vic)
Family Violence Protection Act 2008

Related Casey Grammar School Policies:

Duty of Care
Interactions with Students
Mandatory Reporting
Workplace Smoking, Alcohol and Drug Abuse
Student Welfare
Cybersafety
Negligence
Playground Supervision