



## CHILD SAFE STANDARD 1 Embedding a Child Safe Environment

### RATIONALE

Leadership must take a preventative, proactive and participatory approach to child safety issues. The safety and wellbeing of children at Haddon Primary School is a paramount consideration when developing activities, policies and management practices.

'Ministerial Order 870 identifies five elements that schools have to satisfy to meet the requirements of Child Safe Standard One. They are: developing strategies, allocating roles and responsibilities, informing the school community, putting the strategies into practice, and periodic review.'

### Implementation

Strategies to embed Child Safe Practices at Haddon Primary School

- **Leadership**

- Is responsible for embedding a culture of child safety at Haddon Primary School.
- Will take the lead in developing, implementing and embedding the seven Child Safe Standards in the school. The Standards are:
  - Embed an organisational culture of child safety
  - Implementing a child safe policy
  - Develop a code of conduct that establishes clear expectations for appropriate behaviour with children
  - Ensure the screening, supervision, training and other human resources practices that reduce the risk of child abuse by new and existing personnel
  - Clarify processes for responding to and reporting suspected child abuse
  - Strategies to identify and reduce or remove risks of child abuse
  - Promote the participation and empowerment of children.

- All allegations of child abuse and child safety concerns will be treated very seriously. This includes complying with all legal requirements, including reporting suspicions of child abuse to police and/or child protection.
- The school will implement an on-going approach to prevent, detect and respond to child abuse risks. This includes a risk management strategy and policy that sets out how Haddon Primary School identifies, assess, and takes steps to reduce or remove child abuse risks.
- A Child Safe Policy that outlines the school's commitment to promoting children's wellbeing and protecting children from abuse is in place
- The school has in place a code of conduct which specifies the standards of conduct and care required when working and interacting with children. The Student Code of Conduct will also highlight and encourage appropriate behaviour between children and further standards for visitors, volunteers, parents and staff.
- All reasonable steps to ensure that the most suitable and appropriate people to work with children are employed or allowed to act as volunteers in the school will be taken. This could include Working with Children Checks, face-to-face interviews and detailed reference checks from previous employers, including from the applicant's most recent line manager.



- All volunteers and employees who work with children will have ongoing supervision, support and training so that their performance is developed and enhanced to help protect children from abuse.
- Recognising and promoting inclusion
- Student voice as part of decision making will be fostered eg: Junior School Council, Student Leaders, Code of Conduct etc
- **If you believe a child is at immediate risk of abuse phone 000.**

## COMMUNICATION

This policy will be communicated to our school community in the following ways:

- Available publicly on our school's website
- Included in staff induction processes
- Included in staff handbook/manual
- Discussed at annual staff briefings/meetings
- Reminders in our school newsletter
- Hard copy available from school administration upon request
- Discussed at School Council Meetings
- Included as part of student curriculum in programs such as respectful relationships, JSC etc.

## FURTHER INFORMATION AND RESOURCES

- the Department's Policy and Advisory Library (PAL): [Duty of Care](#)
- the Department's Policy and Advisory Library (PAL): [Structured Workplace Learning](#)
- Haddon Primary School Website: <https://haddonps.vic.edu.au/our-school/policies>
- For further information on child safe standards contact: [childsafestandards@dffh.vic.gov.au](mailto:childsafestandards@dffh.vic.gov.au)

## POLICY REVIEW AND APPROVAL

Policy last reviewed	August 2021
Approved by	School Council
Next scheduled review date	August 2025 and/or following a significant incident occur



Haddon Primary School

