

CHILD SAFE: STANDARD 1 STRATEGIES TO EMBED AN ORGANISATIONAL CULTURE OF CHILD SAFETY



*Charles La Trobe College takes a zero-tolerance approach to child abuse and is fully committed to ensuring that its strategies, policies, procedures and practices meet all **Child Safety Standards as specified in Ministerial Order No. 870 (2015)***

Background

Organisations must have strategies in place to embed an organisational culture of child safety, including through effective leadership arrangements. The school's governing authority has the responsibility to embed a culture of child safety and ensure that policies and procedures demonstrate zero tolerance of child abuse in the organisation.

The **school governing authority** must:

- develop strategies to embed a culture of **child safety** at the school
- allocate roles and responsibilities for achieving the strategies
- inform the school community about the strategies, and allocated roles and responsibilities
- put the strategies into practice, and inform the school community about these practices
- periodically review the effectiveness of the strategies put into practice and, if considered appropriate, revise those strategies.

Sustain and improve the school's child safety culture

Indicator of good practice

All members of the Charles La Trobe College community (teachers, parents, students, etc) feel empowered to discuss child safety and raise any concerns about child abuse.

Good practices

- Ensure that effective governance arrangements are in place to authorise and agree on strategies.
- Embed the goal of child safety in school documentation to convey the vision, mission and strategic direction of the school in relation to child safety.
- Recognise the diverse needs of children in the school. It is important that schools are inclusive and culturally safe places for children and parents. Importantly, some children (e.g. young children, children with a disability) are at greater risk of abuse or exploitation and need greater levels of supervision and support.
- Include child safety as a standing item on Leadership Team and Staff Meeting agendas.

Allocate roles and responsibilities for achieving the strategies

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Indicator of good practice

Key people at Charles La Trobe College have the appropriate skills and capacity to undertake child safety roles and responsibilities. This includes teachers and school leaders and also extends to support staff, student counsellors, business managers and contracted service providers who work with or near students.

Good practices

- School-based roles and responsibilities for child safety are known and understood across the school community.
- Ensure that students, school staff, and members of the school community know who to contact if they have a concern about child safety in the school. Make sure this information is kept up to date, and is accessible to all.
- Build capability by:
 - making training available in relation to key responsibilities
 - including responsibilities in position descriptions or as part of staff development processes
 - providing ongoing induction and training for all staff and volunteers in child safety including how to recognise and respond to child abuse.

Inform the school community about the strategies and allocated roles and responsibilities

Indicator of good practice

Child safety at Charles La Trobe College is a core part of the school's public and internal communication.

Good practices

- The school's communications about the child safety strategies:
 - identifies key people and roles of all people in the school community
 - covers the range of school environments (e.g. camps, online)
 - uses a mix of communication tools (verbal, online, print).
- Provide opportunities for staff, students, parents and the school community to engage with child safety (e.g. community forums).

Put the strategies into practice and inform the school community about these practices

Indicator of good practice

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The school community of Charles La Trobe College is kept updated about the school's progress in putting strategies into practice, changing strategies or developing new strategies.

Good practices

- Child safety advocates - one or more roles in the school with responsibility to promote, monitor and/or report on the implementation of the school's child safety strategies (with appropriate leadership support).
- Report progress to the school governing authority.
- Provide ongoing opportunities for staff, students, parents and the school community to engage with child safety issues (e.g. community forums).

Periodically review the effectiveness of the strategies put into practice and, if considered appropriate, revise those strategies

Indicator of good practice

There is a system at Charles La Trobe College (including schedule, roles and reporting) for periodic review (annually), and improvement of child safety related policies and practices.

Good practice

- Proactively planning the school's approach to review, including governance oversight.
- Consult with staff, and the wider school community to inform strategic decisions about child safety.
- Consider continuous improvement opportunities such as incorporating child safety questions in existing surveys to measure awareness and confidence in the school's approach.
- Conduct a review after a potential risk or report occurs in the school.
- Outcomes of all reviews are communicated.

EVALUATION

This policy will be reviewed annually and if guidelines change.

RATIFICATION

This policy was ratified on 15th August 2019.

References:

[*A step-by-step guide to making a report to Child Protection or Child FIRST*](#)

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Commission for Children and Young People (2015) A Guide for Creating A Child Safe Organisation, Version 2.0.

eLearning module: [Protecting Children - Mandatory Reporting and Other Obligations](#)

[Protecting the safety and wellbeing of children and young people](#)

State of Victoria (2010) Protecting the safety and wellbeing of children and young people: A joint protocol of the Department of Human Services Child Protection, Department of Education, Licensed Children's Services and Victorian School.

Victorian Government, Education and Reform Act 2006, Gazette No. S2, January 2016, Child Safe Standards - Managing the Risk of Child Abuse in Schools, Ministerial Order No. 870.

Victorian Registration and Qualification Authority (2016) Information Sheet. Child Safety Standard 1: Strategies to embed an organisational culture of child safety.

Last DET Update: Oct 2018