



# CHILD SAFE POLICY

## 1. RATIONALE

The College's Child Safe Policy is grounded in the Franciscan Charism, Identity Statement, Vision Statements and Graduate Aspirations of the College. This policy was written to demonstrate the strong commitment of the whole school community of St Mary of the Angels Secondary College, leaders, staff, volunteers, students, their families, to child safety and to provide an outline of the policies and procedures developed to keep everyone safe from harm, including all forms of abuse.

As a Catholic College the students and staff experience the richness of the Catholic tradition and are invited into a faith relationship with a loving God. (Cossi)

## 2. VISION STATEMENT

### IDENTITY STATEMENT

At St Mary of the Angels we continue to live out the values of peace and justice, enriching each other and our community through the joy of learning, in a child safe environment.

### VISION STATEMENT

Our Gospel values and our Franciscan charism, call us to be a community where:

- Hearts and minds are open to the loving presence of God
- We give life to our Catholic faith and Franciscan traditions
- Each individual is valued and recognised
- A rich and diverse learning environment exists
- We grow in respect and love for self and others

### GRADUATE ASPIRATIONS

- At St Mary of the Angels we aspire for our students to be:
- Active, engaged and socially responsible participants in an evolving world
- Visionary thinkers who are passionate about learning, empowered to take risks and live life to the full
- Positive and respectful in their relationships with others
- Compassionate and accepting individuals who are willing to make a difference

### **3. COMMITMENT TO CHILD SAFETY**

All students enrolled, and any child visiting, have a right to feel safe and be safe. The wellbeing of children in our care will always be our first priority and we have zero tolerance to child abuse. We aim to create a child safe and child friendly environment where children feel safe and are free to enjoy life to the full without any concern for their safety.

### **4. CHILDREN'S RIGHTS TO SAFETY AND PARTICIPATION**

The staff and volunteers of St Mary of the Angels Secondary College encourage students to express their views. We listen to their suggestions, especially on matters that directly affect them. We actively encourage all students to openly express their views and feel comfortable about giving voice to the things that are important to them.

We teach students about what they can do if they feel unsafe. We listen to and act on any concerns students, or their parents or carers, raise with us.

*REFER to WHOLE SCHOOL APPROACH TO STUDENT WELLBEING & BEHAVIOUR PROCEDURES*

### **5. VALUING DIVERSITY AND INCLUSION**

We value and celebrate diversity, especially cultural diversity, and we do not tolerate discriminatory practices. To achieve this we:

- promote the cultural safety, participation and empowerment of Aboriginal students and their families
- promote the cultural safety, participation and empowerment from culturally and/or linguistically diverse backgrounds (CALD) and their families
- promote the personal safety, participation and empowerment of students with a disability and make them feel welcome and part of all aspects of school life

### **6. RECRUITING STAFF AND VOLUNTEERS**

St Mary of the Angels Secondary College will apply the most thorough and rigorous standards in the recruitment and screening of staff and volunteers. We interview and conduct referee checks on all staff and volunteers and require police checks and Working with Children Checks (WWCC) for all staff and volunteers. Our commitment to Child Safety and our screening requirements are included in all advertisements for staff and volunteer positions.

*REFER TO CECV EMPLOYMENT OF STAFF:*

*<http://www.cecv.catholic.edu.au/Industrial-Relations/Policies-and-Guidelines/Child-Safety>*

## 7. SUPPORTING STAFF AND VOLUNTEERS

St Mary of the Angels Secondary College provides support and supervision to all staff and volunteers so people feel valued, respected, affirmed in their work and fairly treated. We have a Code of Conduct to provide guidance to our staff and volunteers, all of whom receive training on the requirements of the Code.

*REFER TO ST MARY OF THE ANGELS COLLEGE - CODE OF CONDUCT*

## 8. REPORTING A CHILD SAFETY CONCERN OR COMPLAINT

Our school records any child safety complaints, disclosures or breaches of the Code of Conduct, and store the records in accordance with security and privacy requirements. Our complaints and disclosure processes are outlined and detailed in the following policies and procedures:

[http://www.education.vic.gov.au/Documents/about/programs/health/protect/ChildSafeStandard5\\_SchoolsGuide.pdf](http://www.education.vic.gov.au/Documents/about/programs/health/protect/ChildSafeStandard5_SchoolsGuide.pdf)

The Child Safety Team have been appointed with specific responsibility for responding to any complaints made by staff, volunteers, parents or students in relation to Child Safety.

## 9. RISK MANAGEMENT

Risk management is an approach that minimises the potential for child abuse or harm to occur. Our Risk Management Plan outlines and details all aspects of risk across our whole school environment (on site and off site school activities) with specific activity risk assessments. In addition to our general Occupational Health and Safety (OH&S) risks, we proactively manage risks of abuse and harm to our students.

## 10. POLICY REVIEW

This policy is reviewed every three years and we undertake to seek feedback from students, parents, carers, staff and volunteers.

<b>Responsibility of:</b>	Deputy Principal – Student Wellbeing & Development
<b>Created:</b>	July 2016
<b>Reviewed:</b>	
<b>Relevant Body:</b>	College Executive Leadership Team
<b>Status:</b>	Approved
<b>Last Review:</b>	4 <sup>th</sup> August 2019
<b>Review date:</b>	2023