

Child Safety Standards

Northcote Primary School is a Child Safe School. We have a firm commitment to uphold the Child Safe Standards and to embed a culture of child safety. Strategies that seek to prevent harm and neglect (including physical, sexual, emotional, neglect, racial and cultural or religious abuse) all contribute to a child safe culture. It is therefore critical that child safety is part of the everyday thinking and practice of all within the school community.

Protecting the safety and wellbeing of children enrolled at our school is our highest priority. Families put their trust in the staff, volunteers and external providers to keep their children safe as they learn and play. We know students learn best when they feel they are in a safe and supportive environment.

Our child safety and wellbeing policies outline the measures and strategies we have in place to support, promote and maintain the safety and wellbeing of our students.

Meeting the Standards is about considering the needs of all children, particularly those who may be vulnerable due to age, family circumstances, abilities, or indigenous, cultural or linguistic backgrounds. All members of our community share the responsibility for keeping our students safe so if you have concerns for a child's safety you must take action.

As valuable partners in promoting and maintaining child safety and wellbeing at Northcote Primary School, we welcome and encourage your feedback.

If you have any suggestions, comments or questions in relation to our child safe policies and practices, please contact the Principal.

Standard	Description	Policies and resources	Consultation
<p>Child Safe Standard 1: Establish a culturally safe environment in which the diverse and unique identities and experiences of Aboriginal children and young people are respected and valued.</p>	<p>This standard requires schools to make sure Aboriginal children and young people feel safe.</p> <p>The term 'Aboriginal' includes Aboriginal and Torres Strait Islander peoples. It is important to be respectful of how individual children, students, their families and community refer to themselves, and use appropriate language.</p>	<p>School policies:</p> <ul style="list-style-type: none"> • <u>Student Wellbeing and Engagement Policy</u> • <u>Aboriginal Learning, Wellbeing and Safety Action Plan</u> • <u>Bullying Prevention Policy</u> • <u>Inclusion and Diversity Policy</u> <p>Department resources, programs and initiatives implemented at the school:</p>	<p>For a complete list of all policies, review dates and consultation processes, please see: <u>School Policies</u>.</p>

	<p>Cultural safety includes being provided with a safe, nurturing and positive environment where Aboriginal children:</p> <ul style="list-style-type: none"> • feel comfortable being themselves • feel comfortable expressing their culture, including their spiritual and belief systems • are supported by carers who respect their Aboriginality and encourage their sense of self and identity. 	<ul style="list-style-type: none"> • Cultural Safety of Aboriginal Children (Tip Sheet) 	
<p>Child Safe Standard 2: Ensure that child safety and wellbeing are embedded in school leadership, governance and culture.</p>	<p>This standard emphasises the vital role that school leaders and governing authorities have in establishing:</p> <ul style="list-style-type: none"> • a culture where child abuse and harm is not tolerated • effective systems and processes to implement child safe policies and practices 	<ul style="list-style-type: none"> • Child Safety and Wellbeing Policy • Child Safety Code of Conduct • Volunteers Policy • Child Safety Risk Register <p>Department policies and resources:</p> <ul style="list-style-type: none"> • Records Management - School Records • Guidance for child safety champions 	<p>For a complete list of all policies, review dates and consultation processes, please see: School Policies.</p>

	<p>and manage child abuse risks.</p> <p>Schools must take deliberate steps to promote child safety and wellbeing and protect children by</p> <ul style="list-style-type: none"> • embedding and promoting a child safety culture at all levels of the organisation • school leaders actively modelling such a culture • ensuring transparent governance arrangements. 		
<p>Child Safe Standard 3: Children and young people are empowered about their rights, participate in decisions affecting them and are taken seriously.</p>	<p>This standard supports schools to create a culture that values and promotes student participation. This includes:</p> <ul style="list-style-type: none"> • informing students about their rights and responsibilities in an age-appropriate way • recognising the importance of friendships and peer support 	<p>School policies:</p> <ul style="list-style-type: none"> • Child Safety and Wellbeing Policy • Student Wellbeing and Engagement Policy • Complaints Policy <p>Department resources, programs and initiatives implemented at the school:</p> <ul style="list-style-type: none"> • Guidance for child safety champions 	

	<ul style="list-style-type: none"> enabling students to actively participate in creating a culture that is safe for them and their peers. 	<ul style="list-style-type: none"> PROTECT: Identify child abuse Empowerment & Participation of Children (Tip Sheet) Resilience Rights and Respectful Relationships eSmart and Cyber safety 	
<p>Child Safe Standard 4: Families and communities are informed and involved in promoting child safety and wellbeing.</p>	<p>This standard highlights the importance of an open and transparent child safe culture for families and communities.</p> <p>Schools must provide families and communities with accessible information about their child safe policies and practices and involve them in their approach to child safety and wellbeing.</p>	<p>School policies</p> <ul style="list-style-type: none"> Child Safety and Wellbeing Policy <p>Department resources, programs and initiatives implemented at the school:</p> <ul style="list-style-type: none"> How to Keep Children Safe 	
<p>Child Safe Standard 5: Equity is upheld and diverse needs are respected in policy and practice.</p>	<p>This standard focuses on creating environments where all children and young people feel welcome.</p> <p>Equity is a state of fairness in which all children and young</p>	<p>School policies:</p> <ul style="list-style-type: none"> Child Safety and Wellbeing Policy Student Wellbeing and Engagement Policy 	

	<p>people can participate freely and equally in areas of life, regardless of their background, characteristics or beliefs. This means their safety is not dependent on their socio-economic, family or personal circumstances.</p> <p>As part of this standard, schools must:</p> <ul style="list-style-type: none"> • recognise and respond to students' diverse circumstances • understand that some students are at higher risk of harm than others • provide easy access to information • adjust procedures to respond to different needs • make sure complaints processes are child-friendly, culturally safe and easy to understand. 	<ul style="list-style-type: none"> • <u>Bullying Prevention Policy</u> 	
<p>Child Safe Standard 6: People working with children and young people are suitable</p>	<p>This standard focuses on ensuring that people who</p>	<p>School policies:</p>	

<p>and supported to reflect child safety and wellbeing values in practice.</p>	<p>work with children and young people are suitable and supported to act in a child safe way. Schools should make child safety and wellbeing a key consideration when recruiting staff and volunteers.</p> <p>As part of this standard, schools must:</p> <ul style="list-style-type: none"> • develop robust procedures to ensure only suitable people work with children • supervise staff and volunteers to ensure they prioritise the safety of children • support staff and volunteers to understand their responsibilities. 	<ul style="list-style-type: none"> • <u>Child Safety and Wellbeing Policy</u> • <u>Volunteers Policy</u> • <u>Visitors Policy</u> <p>Department resources, programs and initiatives implemented at the school:</p> <ul style="list-style-type: none"> • Suitability for Employment Checks • Recruitment in Schools • Visitors in Schools • Volunteers in Schools 	
<p>Child Safe Standard 7: Ensure that processes for complaints and concerns are child focused.</p>	<p>This standard focuses on ensuring that schools have complaints processes that are child-focused, culturally safe and accessible to everyone.</p>	<p>School policies:</p> <ul style="list-style-type: none"> • <u>Complaints Policy</u> • <u>Child Safety Responding and Reporting Obligations Policy and Procedures</u> 	

	<p>Schools must have policies, procedures and practices to</p> <ul style="list-style-type: none"> • have a complaints handling process focused on students and their safety needs • take complaints and concerns seriously • respond promptly and thoroughly • identify and respond to all forms of child abuse • report child abuse to relevant authorities, whether or not there is a legal obligation to report it. 	<ul style="list-style-type: none"> • <u>Child Safety and Wellbeing Policy</u> <p>Department resources, programs and initiatives implemented at the school:</p> <ul style="list-style-type: none"> • PROTECT Identifying and responding to all forms of abuse in Victorian Schools • PROTECT Identify child abuse • PROTECT Identify and respond to student sexual offending 	
<p>Child Safe Standard 8: Staff and volunteers are equipped with the knowledge, skills and awareness to keep children and young people safe through ongoing education and training.</p>	<p>This standard focuses on building child safety knowledge, skills and awareness in staff, volunteers and school governing authorities.</p> <p>All schools should deliver training to new and existing staff and volunteers. The training must be tailored to</p>	<p>School policies:</p> <ul style="list-style-type: none"> • <u>Child Safety and Wellbeing Policy</u> • <u>Volunteers Policy</u> <p>Department resources, programs and initiatives implemented at the school:</p> <ul style="list-style-type: none"> • Guidance for child safety champions 	

	<p>the needs of the school and the role the person performs at the school.</p>		
<p>Child Safe Standard 9: Physical and online environments promote safety and wellbeing while minimising the opportunity for children and young people to be harmed.</p>	<p>This standard focuses on child safety and wellbeing in physical and online environments and ensuring that procurement also reflects child safety.</p> <p>Schools need to have policies and strategies:</p> <ul style="list-style-type: none"> • for identifying and responding to risk and reducing or removing the risk of harm • for online conduct and online safety • ensuring that procurement policies for facilities and services ensure the safety of children and students <p>Schools must analyse and understand potential risks to students. It is important to think about risks created by school structure and culture.</p>	<p>School policies:</p> <ul style="list-style-type: none"> • <u>Child Safety and Wellbeing Policy</u> • <u>Code of Conduct</u> • <u>Volunteers Policy</u> • <u>Digital Learning Policy</u> • <u>Camps and Excursions Policy</u> <p>Department resources, programs and initiatives implemented at the school:</p> <ul style="list-style-type: none"> • <u>Procurement - Schools Policy</u> • <u>NDIS Funded Therapy in Schools</u> • <u>Acceptable Use Agreement</u> 	

	<p>activities and physical and online environments.</p> <p>Online technologies are constantly changing which presents significant challenges for schools, parents and carers. Online behaviour needs to be addressed in the Child Safety and Wellbeing Policy and Codes of Conduct to promote child safety.</p> <p>Arrangements with external agencies also create child safety risks. They create opportunities for unknown people to have contact with students.</p>		
<p>Child Safe Standard 10: Implementation of the Child Safe Standards is regularly reviewed and improved.</p>	<p>This standard focuses on continuous improvement in child-safe policies, procedures and practices.</p> <p>Schools must:</p> <ul style="list-style-type: none"> regularly review and evaluate policies and strategies 	<p>School policies:</p> <ul style="list-style-type: none"> <u>Child Safety and Wellbeing Policy</u> <u>Volunteers Policy</u> <p>Department resources, programs and initiatives implemented at the school:</p> <ul style="list-style-type: none"> <u>Guidance for child safety champions</u> 	

	<ul style="list-style-type: none"> • analyse child safety incident data • share review findings with the school community. 		
<p>Child Safe Standard 11: Policies and procedures that document how schools are safe for children, young people and students.</p>	<p>This standard focuses on incorporating the 11 Child Safe Standards into school policies, procedures and practices, which work together to create a child-safe culture.</p> <p>Schools should ensure these policies and procedures are:</p> <ul style="list-style-type: none"> • informed by community consultations so they are relevant to the school • accessible to all • informed by best practice • championed by leaders • well understood by those they apply to • implemented effectively. 	<p>Department policies:</p> <ul style="list-style-type: none"> • Guidance for child safety champions 	

