

# SPRING GULLY PRIMARY SCHOOL

## CHILD SAFE POLICY

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### **Rationale:**

The Child Safe Standards require organisations including schools that provide services for children to have a child safe policy and/or a statement of commitment to child safety. This policy demonstrates the strong commitment of the management, staff and volunteers to child safety at Spring Gully Primary School.

### **Our Commitment to Child Safety:**

All children who come to Spring Gully Primary School have a right to feel and be safe. The welfare of the children in our care will always be our first priority and we have a **zero tolerance to child abuse**. We aim for our school to be a place where children feel safe and can learn in a positive, community centred and supportive environment.

**This policy applies to all staff, volunteers, children and individuals involved in our organisation. Staff will be provided with and briefed on this policy and the Child Safety Code of Conduct at the beginning of each school year.**

### **A Child Safety Code of Conduct**

The Spring Gully P.S Code of Conduct outlines appropriate standards of behaviour by adults towards children.

The Code of Conduct aims to protect children and reduce any opportunities for abuse or harm to occur. It also helps staff and volunteers by providing them with guidance on how to best support children and how to avoid or better manage difficult situations. All staff and volunteers are required to comply and all staff working at Spring Gully Primary School will be required to sign the Code of Conduct each school year.

### **Rights and Responsibilities of Students**

This policy is intended to empower and protect our children who are vital and active participants in the school. We involve them when making decisions, especially about matters that directly affect them. We listen to their views and respect what they have to say.

To promote child safety in the school environment Spring Gully Primary School acknowledges the following:

#### **All students have a right to:**

- Take part in learning programs that meet their individual needs.
- Feel secure and to be safe in a caring and supportive environment.
- Learn about the importance of living by our School Values – Respect, Team Spirit, Personal Achievement, Responsibility, Friendliness & Fairness.
- Engage in their learning without disruption in a supportive environment.
- Be valued for their individuality including; race, gender, cultural, physical or intellectual diversity.
- Expect the school rules are fair, consistently implemented and respect the rights of all involved.
- Express their views in a respectful and appropriate manner.

**All students have a responsibility to:**

- Care and value themselves, others, teachers and the school community.
- Be safety conscious in relation to themselves and others.
- Model our School Values.
- Develop a sense of accountability for their own actions.
- Work to achieve their personal best whilst allowing others to do the same.
- Allow for others to learn and to respect the rights of others.
- Explore their full potential in their learning.

**Valuing diversity:**

We value diversity and do not tolerate any discriminatory practices. To achieve this we:

- promote the cultural safety, participation and empowerment of Aboriginal children and their families
- promote the cultural safety, participation and empowerment of children from culturally and/or linguistically diverse backgrounds and their families
- welcome children with a disability and their families and act to promote their participation
- seek appropriate staff from diverse cultural backgrounds.

**Recruiting Staff and Volunteers:**

Spring Gully Primary School applies the best practice 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 for relevant positions. Our commitment to Child Safety and our screening requirements are included in all advertisements.

**Fair Procedures for Personnel**

The safety and wellbeing of children is our primary concern. We are also fair and just to personnel. The decisions we make when recruiting, assessing incidents and undertaking disciplinary action will always be thorough, transparent and based on evidence. We record all allegations of abuse and safety concerns. All records are securely stored.

**Training and Supervision**

Training and education is important to ensure that everyone in our organisation understands that child safety is everyone's responsibility. The school culture aims for all staff and volunteers (in addition to parents/carers and children) to feel confident and comfortable in discussing any allegations of child abuse or child safety concerns. For all jobs that require child connected work child safety practices will be promoted, including the Code of Conduct We also support our staff and volunteers through ongoing supervision to develop their skills to protect all children.

**Privacy**

All personal information considered or recorded will respect the privacy of the individuals involved, whether they are staff, volunteers, parents or children, unless there is a risk to someone's safety. We have safeguards and practices in place to ensure any personal information is protected.

**Reporting a child safety concern or complaint:**

As the school leaders, the Principal and Assistant Principal are the Child Safety Persons with the specific responsibility for responding to any complaints made by staff, volunteers, parents or children.

**Risk Management:**

We recognise the importance of a risk management approach to minimising the potential for child abuse or harm to occur and use this to inform our policy, procedures and activity planning. In addition to general

occupational health and safety risks, 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, swimming) and online environments.

**Related policies:**

- SGPS Code of Conduct
- Child Safety Reporting Process Flowchart
- Mandatory Reporting Policy

**Evaluation:**

This policy will be reviewed as part of the school's three-year review cycle.

This policy was last ratified by School Council in....

November 2016