



COMMITMENT TO CHILD SAFETY POLICY

[Standards 1 & 2]

Rationale

- Northcote Primary School is committed to the safety and wellbeing of all children and young people. This will be the primary focus of our care and decision-making.
- Every person involved in Northcote Primary School has a responsibility to understand the important and specific role he/she plays individually and collectively to ensure that the wellbeing and safety of all children and young people is at the forefront of all they do and every decision they make.
- We are committed to the safety, happiness, participation and empowerment of all children.
- Northcote Primary School has **zero tolerance for child abuse** and all allegations and safety concerns will be treated very seriously and consistently within Northcote Primary School's policies and procedures.
- We have legal and moral obligations to contact authorities when we are worried about a child's safety, which we follow rigorously. We are committed to preventing child abuse and identifying risks early, and removing and reducing those risks.
- We are committed to following Departmental practices regarding Human Resources and recruitment for all staff and volunteers.
- Our school is committed as well as obligated to regularly training and educating staff, volunteers and visitors on child abuse risks.
- We are committed and obligated to providing a child safe environment where children and young people are safe and feel safe, and their voices are heard about decisions that affect their lives. Particular attention will be paid to the safety, empowerment and participation of students from diverse backgrounds including Aboriginal and Torres Strait Islander children and children from culturally and/or linguistically diverse backgrounds, as well as the safety, empowerment and participation of children with a disability and special needs.
- We have specific policies, procedures and training in place that support our leadership team, staff, volunteers and visitors to achieve these commitments.

Purpose

- To ensure Northcote Primary School complies with the legislative requirements of MO 870.
- To ensure Northcote Primary School demonstrates its commitment to creating a child safe culture.
- To protect children and reduce any opportunities for child abuse or harm to occur.
- To assist in understanding how to avoid or better manage risky behaviours and situations.
- To raise awareness within Northcote Primary School community of the importance of child safety.
- To ensure Northcote Primary School discharges its duty of care towards children.

Implementation

- This policy is intended for School Leadership, all other staff and School Council.
- The safety and wellbeing of children is the highest priority for Northcote Primary School.
- In its planning, decision making and operations, Northcote Primary School will:
 - Take a preventative, proactive and participatory approach to child safety;
 - Value and empower children to participate in decisions which affect their lives;
 - Foster a culture of openness that supports all persons to safely disclose risks of harm to children;
 - Respect diversity in cultures and child rearing practices while keeping child safety paramount;
 - Provide written guidance on appropriate conduct and behaviour towards children;
 - Engage only the most suitable people to work with children and have high quality staff and volunteer supervision and professional development;
 - Ensure children know who to talk with if they are worried or are feeling unsafe, and that they are comfortable and encouraged to raise such issues;
 - Report suspected abuse, neglect or mistreatment promptly to the appropriate authorities;
 - Share information appropriately and lawfully with other organisations where the safety and wellbeing of children is at risk; and
 - Value the input and communicate regularly with families and carers.

Evaluation

- This policy will be reviewed every two years or if guidelines change (latest PROTECT update April 2018).

This Commitment to Child Safety was endorsed by the Northcote staff at a Staff Meeting on 5/12 2018.

This Commitment to Child Safety was endorsed/approved by the Northcote School Council on 5/15 2018.

NPS School Council ratified this policy on the 5th December 2018

References:

Creating a Child Safe Organisation Guide

Child Safe Standards Toolkit

www.education.vic.gov.au/school/Principals/spag/safety/Pages/childsafestandards.aspx

and

Protect – Identifying All Forms of Child Abuse in Victorian Schools April 2018

[www.vrqa.vic.gov.au/child safe](http://www.vrqa.vic.gov.au/child%20safe)