

<p>Castlemaine Steiner School & Kindergarten</p>	<h2>CHILD SAFETY POLICY</h2>
<p>PURPOSE</p>	<p>To articulate the values and principles that guide our School in developing a child safe school environment.</p> <p>To commit the Board of Directors of the School to actions which will</p> <ul style="list-style-type: none"> • demonstrate our commitment to child safety and to monitor the implementation of this policy • support encourage and enable school staff, parents, and children to understand, identify, discuss and report child safety matters • support or assist children who disclose child abuse, or are otherwise linked to suspected child abuse
<p>PHILOSOPHY</p>	<p>A vital sense of the value of the human being is central to our school’s philosophy.</p> <p>Our school provides a safe haven in which each human being is developed and strengthened and ultimately provided freedom through the development of his or her potential.</p> <p>Without a sense of safety children cannot develop and learn.</p> <p>We understand this sense of child safety includes physical safety, emotional and psychological safety, and individual cultural and religious safety</p> <p>We therefore have a zero tolerance to child abuse in any form, including physical abuse or neglect, sexual abuse, emotional or psychological abuse, racism or lack of cultural respect.</p>
<p>RELEVANT LEGISLATION</p>	<p>Ministerial Order 870 <i>Crimes Act 1958</i></p>
<p>DEFINITIONS</p>	<p>Child means a child enrolled as a student at the school.</p> <p>Child-connected work means work authorised by the school Board and performed by an adult in a school environment while children are present or reasonably expected to be present.</p> <p>Child abuse includes—</p> <p>(a) any act committed against a child involving—</p> <ul style="list-style-type: none"> (i) a sexual offence; or (ii) an offence under section 49B(2) of the <i>Crimes Act 1958</i> (grooming); and <p>(b) the infliction, on a child, of—</p> <ul style="list-style-type: none"> (i) physical violence; or (ii) serious emotional or psychological harm; and <p>(c) serious neglect of a child.</p> <p>Child safety encompasses matters related to protecting all children from child abuse, managing the risk of child abuse, providing support to a child at risk of child abuse, and responding to incidents or allegations of child abuse.</p> <p>School environment means any physical or virtual place made available or authorised by the school governing authority for use by a child during or outside school hours, including:</p> <ul style="list-style-type: none"> (a) a campus of the school; (b) online school environments (including email and intranet systems); and (c) other locations provided by the school for a child’s use (including, without limitation,

	locations used for school camps, sporting events, excursions, competitions, and other events).
POLICY	<p>1. CSSK has a framework of clear policies and procedures to prevent and respond to suspected child abuse</p> <p>CSSK has in place the following Policies & Procedures</p> <ul style="list-style-type: none"> • Mandatory Reporting • Prevention of Child Abuse • Child Safety Code of Conduct <p>2. CSSK monitors and reviews child safety issues through</p> <ul style="list-style-type: none"> • Maintaining and reviewing incident registers • Risk management policies and procedures • Incident reporting • Regular reporting by the Principal to the Board on child safety • Annual Board review of Child Safety strategies <p>3. Children have a right to safety and participation</p> <p>Castlemaine Steiner School and Kindergarten staff and volunteers encourage children to express their views. We listen to their suggestions, especially on matters that directly affect them.</p> <p>We teach children about what they can do if they feel unsafe. We listen to and act on any concerns children, or their parents raise with us.</p> <p>We do this through:</p> <ul style="list-style-type: none"> • Circle time • Active supervision of playground • Clear communication policies and procedures <p>4. Valuing diversity</p> <p>In implementing our strategies, policies and procedures, we take account of the diversity of all children, including (but not limited to) the needs of Aboriginal and Torres Strait Islander children, children from culturally and linguistically diverse backgrounds, children with disabilities, and children who are vulnerable.</p> <p>5. Recruiting staff and volunteers</p> <p>Castlemaine Steiner School and Kindergarten interviews and conducts referee checks for all staff and volunteer appointments as part of our recruitment procedure, 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</p> <p>6. Supporting staff and volunteers</p> <p>We seek to attract and retain the best staff and volunteers. We provide support and supervision so that people feel valued, respected and fairly treated. Our Code of Conduct provides guidance to our staff and volunteers, all of whom will receive training on the requirements of the Code.</p> <p>7. Reporting a child safety concern or complaint</p> <p>The Principal holds the Child Safety mandate within the School. S/he has the specific responsibility for responding to any complaints made by staff, volunteers, parents or children. Our complaints processes can be found in the Concerns, Complaints and</p>

	<p>Grievance Policy.</p> <p>We will have in place procedures to encourage and enable staff, volunteers, parents and children to understand, identify, report and respond child safety matters.</p> <p>8. Risk management</p> <p>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 proactively manage risks of abuse to our children.</p> <p>9. Reviewing this policy</p> <p>This policy will be reviewed every two years and we undertake to seek views, comments and suggestions from children, parents, carers, staff and volunteers.</p> <p>10. Implementation responsibilities</p> <p>The Board of Directors is responsible for the implementation and monitoring of this policy</p> <p>Specific implementation tasks may be delegated to the Principal</p>
RESOURCES	http://www.vrqa.vic.gov.au/childsafes/Pages/default.html
COMMUNICATION	This policy will be publicly available on the School website and on request from the School Office.
Date Implemented	
Author	Jane Staley v1.0
Approved By	Board of Directors
Approval Authority (Signature & Date)	 1/08/2016
Date Reviewed	
Responsible for Review	Chair of Board
Review Date	August 2018