

Change History

Version	Issued	Status	Review Cycle
2.0	2019	Regularly updated and aligned with current DET regulations	2021

1. Rationale

Yarra Primary School is committed to protecting and promoting the interests and safety of children. We have zero tolerance for child abuse (physical, emotional, family violence, neglect, grooming, etc).

Ministerial Order 870 - *Child Safe Standards - Managing the Risk of Child Abuse in Schools* (the Order) provides guidance on how the Standards apply to a school setting. The Standards apply to all organisations that provide services to children.

To implement the minimum standards in accordance with the Order school governing authorities must:

- 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; and
- make reasonable efforts to accommodate such diversity.

2. Policy statement

The Child Safe Standards (the Standards) are compulsory minimum standards for all organisations that provide services to children, including Victorian schools. The aim of the Standards is to ensure organisations are well prepared to protect children from abuse and neglect.

The Standards provide a framework to identify gaps and improve policy and practices around child safety. On 26 November 2015, the Victorian Parliament passed the *Child Wellbeing and Safety Amendment (Child Safe Standards) Bill 2015*, which amended the *Child Safety and Wellbeing Act 2005* to introduce the Standards that would apply to all organisations involved in child related work in Victoria.

The Victorian Registration and Qualifications Authority (VRQA), as the regulator for all Victorian schools, has responsibility for ensuring compliance with the Standards in schools.

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The Standards are:

- Standard 1: Strategies to embed an organisational culture of child safety, including through effective leadership arrangements
- Standard 2: A child safe policy or statement of commitment to child safety
- Standard 3: A code of conduct that establishes clear expectations for appropriate behaviour with children
- Standard 4: Screening, supervision, training and other human resources practices that reduce the risk of child abuse by new and existing personnel
- Standard 5: Processes for responding to and reporting suspected child abuse
- Standard 6: Strategies to identify and reduce or remove risks of child abuse
- Standard 7: Strategies to promote the participation and empowerment of children.

To support schools to create a child safe school and protect students from all forms of abuse, and in accordance with the Standards, Yarra Primary School will:

- prevent child abuse from occurring within our school
- work towards an culture of child safety
- advise all parties of their responsibilities for identifying possible occasions for child abuse and for establishing controls and procedures for preventing such abuse and/or detecting such abuse when it occurs.
- provide guidance to staff and volunteers actions that should be taken where they suspect any abuse within or outside of the school.
- provide a clear statement to staff and volunteers forbidding any such abuse.
- provide assurance that any and all suspected abuse will be reported and fully investigated.

3. Implementation

The Principal of Yarra Primary School is responsible for:

- investigating reports of child abuse;
- providing information to staff, contractors and volunteers regarding relevant laws, school policies and procedures, and Yarra Primary School Code of Conduct; and
- educate staff about the prevention and detection of child abuse, the types of abuse that might occur within their area of responsibility, and be alert for any indications of such conduct; and
- providing information to all adults within the Yarra Primary School community regarding their obligation to report suspected abuse of a child in accordance with policies and procedures.

All school staff must ensure that they:

- promote child safety at all times; and
- assess the risk of child abuse within their area of control and eradicate/minimise any risk to the extent possible; and
- will complete mandatory reporting e-learning module annually; and
- facilitate the reporting of any inappropriate behaviour or suspected abusive

activities.

The entire school community (staff, families, carers, volunteers, relevant contractors) share in the responsibility for the prevention and detection of child abuse, and must:

- familiarise themselves with the relevant laws, the Code of Conduct, Yarra Primary School's policy and procedures in relation to child protection, and comply with all requirements; and
- sign in at the front office, collect an identification badge and wear it at times; and
- report any suspicion that a child's safety may be at risk to a teacher or Principal (or, if the teacher/leader are involved in the suspicion, to a responsible person in the school); and
- provide an environment that is supportive of all children's emotional and physical safety.

Employment of new personnel

Persons applying for a role as a teacher with the school must be registered with the Victorian Institute of Teaching.

All applicants at Yarra Primary School are required to provide a police check in accordance with the law and as appropriate, before they commence working, and at regular intervals during their employment.

Yarra Primary School will undertake thorough reference checks as per the approved internal procedure.

Risk Management

Yarra Primary School will ensure that child safety is a part of its overall risk management approach. Our staff is committed to identifying and managing risks at the school, including risks caused by the physical environment (such as lockable doors) and online environment (such as social media). Staff will receive annual compulsory training in relation to child safety.

Reporting

Any staff member, volunteer, parent, or contractor who has grounds to suspect abusive activity must immediately notify the appropriate child protection service or the police. Staff should also advise their supervisor about their concern.

Staff must report complaints of suspected abusive behaviour or misconduct to the Principal, who must follow through with a report to an external regulatory body such as Child Protection or the police.

In situations where the Principal or Vice Principal is suspected of involvement in the activity, or if the person having the suspicion does not believe that the matter is being

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appropriately addressed or dealt with, the matter should be reported to the next highest level of supervision.

Investigating

If the appropriate child protection service or the police decide to conduct an investigation of this report, staff, contractors and volunteers must cooperate fully with the investigation. Any such investigation will be conducted according to the rules of natural justice.

Whether or not the authorities decide to conduct an investigation, the Principal will consult with the authorities to determine whether an internal investigation is appropriate. If it is decided that such an investigation will not conflict with any proceeding of the authorities, the Principal may decide to conduct such an investigation.

The Principal will make every effort to keep an investigation confidential; however, from time to time other members of staff may need to be consulted in conjunction with the investigation.

After an initial review and a determination that the suspected abuse warrants additional investigation, the Principal will coordinate the investigation with the appropriate investigators and/or law enforcement officials. Internal or external legal representatives will be involved in the process, as deemed appropriate.

Response

If it is alleged that a member of staff, contractor or a volunteer may have committed an offence or have breached Yarra Primary School's policies or Code of Conduct, the person concerned may be stood down while the investigation is conducted.

If the investigation concludes that on the balance of probabilities an offence (or a breach of Yarra Primary School's policies or Code of Conduct) has occurred then disciplinary action may follow, up to and including dismissal or cessation of involvement with the school. The findings of the investigation will also be reported to any external body as required.

Privacy

All personal information considered or recorded will respect the privacy of the individuals involved unless there is a risk to someone's safety. Yarra Primary School will have safeguards and practices in place to ensure any personal information is protected. Everyone is entitled to know how the personal information is recorded, what will be done with it, and who will be able to access it.

4. Monitoring and Review

Every two years, and following every reportable incident, a review will be conducted to assess whether the school's child protection policies or procedures require modification

to better protect the children under their care.

5. Definitions

Child means a person below the age of 18 years unless, under the law applicable to the child, majority is attained earlier.

Child protection means any responsibility, measure or activity undertaken to safeguard children from harm.

Child abuse means all forms of physical, emotional and sexual abuse and exploitation, neglect or negligent treatment, medical neglect, commercial (e.g. for financial gain) or other exploitation of a child and includes any actions that results in actual or potential harm to a child.

Child sexual assault is any act which exposes a child to, or involves a child in, sexual processes beyond his or her understanding or contrary to accepted community standards. Sexually abusive behaviours can include the fondling of genitals, masturbation, oral sex, vaginal or anal penetration by a penis, finger or any other object, fondling of breasts, voyeurism, exhibitionism, and exposing the child to or involving the child in pornography. It includes child grooming, which refers to actions deliberately undertaken with the aim of befriending and establishing an emotional connection with a child to lower the child's inhibitions in preparation for sexual activity with the child.

Reasonable grounds for belief is a belief based on reasonable grounds that child abuse has occurred when all known considerations or facts relevant to the formation of a belief are taken into account and these are objectively assessed. Circumstances or considerations may include the source of the allegation and how it was communicated, the nature of and details of the allegation, and whether there are any other related matters known regarding the alleged perpetrator.

A reasonable belief is formed if a reasonable person believes that:

- a. The child is in need of protection,
- b. The child has suffered or is likely to suffer "significant harm as a result of physical injury",
- c. The parents are unable or unwilling to protect the child.

A 'reasonable belief' or a 'belief on reasonable grounds' is not the same as having proof, but is more than mere rumour or speculation.

A 'reasonable belief' is formed if a reasonable person in the same position would have formed the belief on the same grounds. For example, a 'reasonable belief' might be formed if:

- a. A child states that they have been sexually, emotionally, or physically, or neglected;

- b. The child has suffered or is likely to suffer “significant harm as a result of physical injury”;
- c. A child states that they know someone who has been sexually, emotionally, or physically, or neglected (sometimes the child may be talking about themselves);
- d. Someone who knows a child states that the child has been sexually, emotionally, or physically, or neglected;
- e. Professional observations of the child’s behaviour or development leads a professional to form a belief that the child has been physically or sexually abused or is likely to be abused; and/or
- f. Signs of abuse lead to a belief that the child has been sexually, emotionally, or physically, or neglected.

6. Further Information and Resources

This policy should be read in conjunction with:

- [Child First](#)
- [State and Commonwealth laws](#)
- [Victorian Teaching Profession Code of Conduct](#)
- [Yarra Primary School Code of Conduct](#)
- [Termination of Employment Policy and Misconduct Procedures](#)
- [Mandatory Reporting Policy](#)
- [Working with Children Policy](#)
- [Duty of Care Policy](#)
- [Behaviour Management Policy](#)
- [Bullying Prevention Policy](#)
- [Work Place Bullying Policy](#)
- [Code of Conduct Policy](#)
- [VIT Registration Policy](#)

Related DET Resources

- [Child Protection - Reporting Obligations](#)
- [Responding to Student Sexual Offending](#)