



CHILD SAFE POLICY (2019)

*St Therese's School strives to be a faith and learning community
which celebrates God's presence
through our Catholic heritage,
excellence in teaching and learning
and a strong partnership between parish, family and staff.*

St. Therese's School Community promotes the safety, wellbeing and inclusion of all children.

1.0 PURPOSE OR RATIONALE

This policy was written to demonstrate the strong commitment of the whole school community of St Therese's Primary School leaders, staff, volunteers, students, their families, to child safety and to provide an outline of the policies and procedures developed to keep everyone safe from harm, including all forms of abuse.

2.0 COMMITMENT TO CHILD SAFETY

All students enrolled, and any child visiting, have a right to feel safe and be safe. The wellbeing of children in our care will always be our first priority and we have zero tolerance towards child abuse. We aim to create a child safe and child friendly environment where children feel safe and are free to enjoy life to the full without any concern for their safety.

3.0 CHILDREN'S RIGHTS TO SAFETY AND PARTICIPATION

The staff and volunteers of St Therese's Primary School encourage students to express their views. We listen to their suggestions, especially on matters that directly affect them. We actively encourage all students to openly express their views and feel comfortable about giving voice to the things that are important to them.

We teach students about what they can do if they feel unsafe. We listen to and act on any concerns students, parents or carers raise with us.

St Therese's Primary School also does this through the following ways:

PBIS (Positive Behaviours Interventions & Supports) is our overarching framework for Behaviour Management. Refer to the following links for relevant PBIS policies and procedures:

- [PBIS Procedure](#)
- [Anti-Bullying Procedure](#)
- [Circles Procedure](#)
- [Restorative Practices Procedure and Flowchart](#)
- [SWIS Data Procedures Flowchart](#)
- [Unwanted Behaviour Flowchart](#)

One to One Laptops:

- [1:1 Laptop Hire Agreement](#)
- [1:1 Laptop Information Booklet](#)
- [1:1 Laptop rules](#)

Students in Gr 5/6 undertake a Life Relationships Program every second year. This has been developed through the Catholic Education Sandhurst Office.

Students in Gr 3-6 complete a Social Survey in Terms 1, 2 and 3 of each year. This is an opportunity for students to have a voice if they are feeling unsafe at school due to any other student behaviour. This survey is analysed and data is extracted by the Pastoral Wellbeing Coordinator and followed up with students, as issues (are identified) occur.

<https://goo.gl/X8zwnL>

Our Student Welfare Officer gives support where needed to students.

Students also have access to our School Counsellor where required.

In 2017 we are implementing a Social-Emotional Wellbeing Survey from ACER to support our Social and Emotional Framework. See link for more information:

<https://goo.gl/X8zwnL>

Senior students also have a voice through the Insight SRC survey conducted each year.

We also have student leadership groups in the Senior Unit in the following areas:

- Catholic Identity
- Pastoral Wellbeing
- Stewardship of Resources
- Learning and Teaching

4.0 VALUING DIVERSITY AND INCLUSION

We value and celebrate diversity, especially cultural diversity, and we do not tolerate discriminatory practices. To achieve this we:

- promote the cultural safety, participation and empowerment of Aboriginal students and their families
- promote the cultural safety, participation and empowerment from culturally and/or linguistically diverse backgrounds (CALD) and their families
- promote the personal safety, participation and empowerment of students with a disability and make them feel welcome and part of all aspects of school life

5.0 RECRUITING STAFF AND VOLUNTEERS

St Therese's Primary School will apply thorough and rigorous standards in the recruitment and screening of staff and volunteers. We interview and conduct referee checks on all staff and volunteers, as well as requiring police checks and Working With Children Checks (WWCC) for all staff and volunteers. Our commitment to Child Safety and our screening requirements are included in all advertisements for staff and volunteer positions.

Refer to St Therese's School Review website for the recruitment and employment of staff. See below link:

6.0 SUPPORTING STAFF AND VOLUNTEERS

St Therese's Primary School provides support and supervision to all staff and volunteers so people feel valued, respected, fairly treated and affirmed in their work. We have a Code of Conduct to provide guidance to our staff and volunteers, all of whom receive training on the requirements of the Code.

Staff Code of Conduct:

https://drive.google.com/open?id=1_setWeg_tqzG5D4Bs40snluv-IdaVapBT7g3M84cyHE

Volunteer Code of Conduct:

<https://goo.gl/kfxsvK>

7.0 REPORTING A CHILD SAFETY CONCERN OR COMPLAINT

Our school records any child safety complaints, disclosures or breaches of the Code of Conduct, and store the records in accordance with security and privacy requirements. Our complaints and disclosure processes are outlined and detailed in the following policies and procedures

- [Mandatory Reporting Policy](#)

The Principal of St Therese's Primary School has been appointed as Child Safety Officer with specific responsibility for responding to any complaints made by staff, volunteers, parents or students in relation to Child Safety.

8.0 RISK MANAGEMENT

Risk management is an approach that minimises the potential for child abuse or harm to occur. Our Risk Management Plan outlines and details all aspects of risk across our whole school environment (on site and off site school activities) with specific activity risk assessments. In addition to our general Occupational Health and Safety (OH&S) risks, we proactively manage risks of abuse and harm to our students.

9.0 POLICY REVIEW

This policy is reviewed every three years and we undertake to seek feedback from students, parents, carers, staff and volunteers.

Policy Ratified: 2019

Next Review date: 2020