

# Wendouree Primary School

## POLICY

# PROTECT



Education and Training

### CHILD SAFETY STANDARDS – STRATEGIES TO EMBED A CULTURE OF SAFETY

Wendouree Primary School is committed to embedding a child safe culture by implementing the following strategies.

### School Council

Strategy	Action	Responsibility
The school governing authority (School Council) communicates that it has <b>zero tolerance of child abuse</b> .	Statement of commitment to appear on the school website. Statement made at the beginning of each year in the school newsletter.	Principal & School Council President  Principal & School Council President
Child safety is a standing item for discussion at meetings of the school governing authority.	Child safety to be a standing agenda item on at least 4 occasions in a given year.	Principal & School Council President
Child safety strategies are developed and enhanced through ongoing review of the effectiveness of practice.	This statement to be reviewed annually by School Council.	Principal & School Council President
An appropriate reporting process is in place for child abuse that includes overseeing outcomes.	This statement that outlines the reporting process is developed and reviewed annually by School Council.	Principal
The school governing authority oversees the implementation and improvement of child safety strategies.	Achieved through actions listed above.	All members of School Council
The school governing authority communicates with the school community about the school's child safety strategies and their implementation.	Statement of commitment to child safety appears on the school website. Statement made at the beginning of each year in the school newsletter.	Principal & School Council President  Principal & School Council President
The school reports on child safety in its annual report.	Mention of child safety made in the 'wellbeing section' of the Annual Report.	Principal

## School Staff

Strategy	Action	Responsibility
<p>Ensuring awareness of the child safety strategies in place at our school and the allocated roles and responsibilities assigned to staff.</p>	<p>Induction in child safety for all staff</p> <p>Student Wellbeing Team to agenda student safety at least once each term.</p> <p>Leadership Team to agenda child safety as a standing item at each meeting.</p> <p>Child safety is a standing item for discussion at whole staff meetings at least once each term. In a calendar year this will include training with regards to:</p> <ul style="list-style-type: none"> <li>• Communicating our whole school approach to child safety and the responsibilities of all staff in acting accordingly.</li> <li>• Detecting inappropriate behaviour.</li> <li>• Encouragement to report and the process for reporting inappropriate behaviour.</li> </ul>	<p>Principal and Assistant Principal in charge of student wellbeing</p>
<p>Pre-employment reference checks that include checking for child safety through:</p>	<p>Pre-employment checks to include:</p> <ul style="list-style-type: none"> <li>• Checking of identification for staff as part of recruitment.</li> <li>• Criminal history checks and confirming currency of Working with Children Check/Victorian Institute of Teaching registration.</li> <li>• Obtaining verified academic transcripts for staff as part of recruitment.</li> <li>• Query gaps in employment history.</li> <li>• Reference checks with previous employers and other relevant contacts.</li> </ul>	<p>Principal</p>
<p>Foster a culture of openness with approachable and supportive managers.</p>	<p>Leadership to always role model a willingness to listen and respond appropriately to all situations without favour or bias.</p>	<p>All Principal Class Officers</p>