

LEADERSHIP AND GOVERNANCE IN A CHILD SAFE ENVIRONMENT

*The Currajong School takes a zero-tolerance approach to child abuse and is fully committed to ensuring that its strategies, policies, procedures and practices meet all **Child Safe Standards as specified in Ministerial Order No. 1359 (2022)***

The School Board is committed to developing strategies to embed a culture of child safety at the school; allocate roles and responsibilities for achieving the strategies; put the strategies into practice; inform the school community of these; periodically review the effectiveness of the strategies in place and, if appropriate, revise these strategies.

The Currajong School acts to protect children from abuse and provide an environment where children feel respected, valued and encouraged to reach their full potential. It is committed to embedding a culture in which child safety is part of everyday thinking and practice. This is achieved through proactive leadership in demonstrating the appropriate values, attitudes and behaviours within the school.

The Currajong School fosters a culture of openness, inclusiveness and awareness where children and adults are aware of what to do if they observe, or are subject to, abuse or inappropriate behaviour.

All staff and volunteers are required to consider the safety of all children and to recognise the importance of cultural safety for Aboriginal children, cultural safety for children from culturally and linguistically diverse backgrounds, and the safety of children with the disability of social, emotional and behavioural disorders.

GOVERNANCE IN A CHILD SAFE ENVIRONMENT

School governance is committed to taking a preventative, proactive and participatory approach to child safety issues. The safety and wellbeing of children at The Currajong School is of paramount consideration when developing activities, policies and management practices.

LEADERSHIP RESPONSIBILITIES

Leadership is responsible for: embedding a culture of child safety which protects children from abuse; being aware of child abuse allegations and risks; and ensuring an appropriate response.

All allegations of child abuse and child safety concerns are treated very seriously. The Currajong School complies with all legal requirements including reporting

suspensions of child abuse to police and/or child protection. If we believe a child is at immediate risk of abuse, we phone 000.

IDENTIFYING AND ANALYSING RISKS OF ABUSE

The Currajong School's approach is to prevent, detect and respond to child abuse risks. This includes a risk management strategy and policy that specifies how the school identifies, assesses, and takes steps to reduce or remove child abuse risks.

CHILD SAFE POLICIES AND CODES OF CONDUCT

The Currajong School has developed child safe policies which outline its commitment to promoting children's wellbeing and protecting children from abuse.

Codes of conduct specify the standards of conduct and care required when working and interacting with children.

EMPLOYEES AND VOLUNTEERS

The Currajong School takes all reasonable steps to ensure that it engages the most suitable and appropriate people to work with children. This includes police record and identity checks, Working with Children Checks where required, face-to-face interviews and detailed reference checks from previous employers, including from the applicant's most recent line managers where possible.

SUPPORTING, SUPERVISING AND ENHANCING PERFORMANCE

The Currajong School ensures that all persons who work with children, including volunteers, have ongoing supervision, support and training so that their performance is developed and enhanced to help protect children from abuse. In particular, leadership and staff are fully aware of their responsibilities.

All staff participate in 'Victorian Child Safe Standards' training at the commencement of each school year or upon employment. School Board members participate in the training at the first General Meeting of each year or upon appointment as a Director.

PROMOTION OF INCLUSION

The Currajong School is committed to inclusion of children with the disability of social, emotional and behavioural disorders and their families. In particular, the school culture supports:

- cultural safety for Aboriginal children by working in partnership with Aboriginal peoples and Aboriginal community organisations
- cultural safety for children from culturally and/or linguistically diverse backgrounds by using inclusive language and images in policy documents, and communications such as the website and newsletters
- the safety of children with the disability of social, emotional and behavioural disorders by ensuring that all programs at The Currajong School are accessible to them and by ensuring appropriate training and supervision of staff and volunteers working with children.

PROMOTING THE PARTICIPATION OF CHILDREN IN DECISION-MAKING

The Currajong School promotes the involvement and participation of children in developing and maintaining child safe environments by providing opportunities for children to express their views on child safe policies and codes of conduct and using this feedback to improve policies and practices.

Children are listened to and taken seriously, particularly if they are disclosing abuse or concerns for their safety or for the safety of other children.

Further information

Victorian Registration and Qualifications Authority

Child safe standards website (all schools): www.vrqa.vic.gov.au/childsafestandards

Commission for Children and Young People

Reportable Conduct Scheme

Independent Schools who are members of Independent Schools Victoria

Telephone: (03) 9825 7200

Email: enquiries@is.vic.edu.au Website: www.is.vic.edu.au

The Victorian Institute of Teaching

For *Victorian Teaching Profession Codes of Conduct and Ethics* and information about employer responsibilities to report action taken against registered teachers in response to allegations and concerns about registered teachers.

Website: www.vit.edu.au

EVALUATION

This policy will be reviewed every two years or more often if necessary due to changes in regulations or circumstances.

Approved date:	Approved by:	Next review:
December 2023	School Board	December 2025



The Currajong School acknowledges the traditional owners of this country throughout Australia and their continuing connection to land and community. We pay our respects to them and their cultures and to the Elders past, present and emerging.