



Realising every child's potential

RGLPS Child Safe Standard 1 – Culturally Safe Environments

The Rosanna Golf Links Primary School Council and staff share overall responsibility for ensuring a culture of child safety is embedded at the school.

The following strategies are considered to be essential in developing and embedding a child safe culture in our school:

- The diverse needs of children in the school are to be recognised. It is important that our school is inclusive and culturally safe places for children and parents. Younger children, children with a disability, indigenous children and those other children from culturally diverse backgrounds may require greater levels of support and consideration.
- Include child safety as a standing item on the Leadership Meetings, Team Meetings and Staff Meeting agendas.
- Key people in the school are allocated to undertake child safety roles and responsibilities. See School Child Safety Leader Role and Responsibilities below.
- Communicate the school's stand on Child Safety that informs all people in the school community of the school's Child Safe Policy based on Ministerial Order 870. Communicate broadly and with a mix of tools: website, Facebook, Compass, induction documents, staff meetings, parent meetings etc.

Leadership in a child safe environment

Working with children can be very rewarding and it brings additional responsibilities. Rosanna Golf Links Primary School will protect children from abuse and build an environment where children feel respected, valued and encouraged to reach their full potential.

A Child Safe leader has the responsibility of working with School Council and staff to build and maintain a culture of transparency, inclusiveness and awareness. Children and adults will know what to do if they observe or are subjected to abuse or inappropriate behaviour.

Key responsibilities of the Child Safe leader include:

- Acting as a source of support, advice and expertise to School Council, staff, students and parents
- Liaising with the principal and other school leaders to ensure a collaborative, transparent and unified approach to child safety
- Leading the development of the school's child safe culture including being a child safe champion and providing coordination in communicating, implementing, monitoring, enhancing and reporting on strategies to embed a culture of child safety.
- Provide authoritative advice and expertise to staff on matters of child safety, to raise awareness of child safety policy and school actions and to keep up to date training including a working knowledge of DHHS



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Governance in a child safe environment

Overall, School Council has the responsibility of ensuring the safety and wellbeing of children in our school.

The school's policies, events, activities and management practices will take into account the Child Safe standards. Raising awareness across the school including staff, students and teachers and others who come into contact with children in the school

- Ensure the school's policies are known and used appropriately.
- Ensure the school actions are reviewed as to the effectiveness of the strategies put into place and to revise accordingly.
- Ensure the school's child safety policy is reviewed in the context of school self-evaluation undertaken as part of the school accountability framework. This being incorporated into the Annual Implementation Plan, Strategic Plan and the 4 yearly Review process.
- Conduct regular briefing sessions for school staff members to ensure a high degree of awareness of The Standards and the school's Child Safe policy.
- Ensure the child protection policy is available publicly and parents are aware of the fact that referrals about suspected abuse or neglect may be made and the role of the school in this. The policy will be published online (school's website), be paper based, provided verbally at information nights for parents, transition forums for new parents in the school and through school council's communication channels.
- Encourage, amongst staff, a culture of listening to children and taking account of their wishes and feelings in any measures to protect them.
- Work with teachers to include, where appropriate, the inclusion of teaching points into curriculum programs ie cyber safety programs, School Wide Positive Behaviour program, Respectful Relationships program to build a culture of pro-activity and healthy relationships.

Identifying and analysing risk of abuse

Rosanna Golf Links Primary School will adopt an approach to prevent, detect and respond to child abuse risks. This includes a risk management strategy and policy that sets out how our school identifies, assesses and takes steps to reduce or remove child abuse risks.

In its commitment to Child Safety Standards, Rosanna Golf Links Primary School has:

- Developed a Child Safe policy. This child safe policy outlines our commitment to promoting children's wellbeing and protecting children from abuse.
- Developed a Code of Conduct Rosanna Golf Links Primary School has a code of conduct which specifies the standards of conduct and care required when working and interacting with children. Teachers are regulated by the Victorian Institute of Teaching (VIT) under the Victorian Teaching Profession Code of Conduct. The Victorian Institute of Teaching (VIT) developed the Code of Conduct as required by Part 2.6 of the Education and Training Reform Act 2006. The Code of Conduct is a set of principles or standards for the behaviour and conduct of all Victorian teachers in the Victorian Government Teaching Service and the non-Government sector. While teachers can be friendly with students, parents and communities their relationship must always remain



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professional and should never be on a personal footing. It is important for teachers to consider the consequences of their actions. The world of social media can seriously damage reputations and propel bullying to new levels. Even with security settings in place, issues may still arise.

- Chosen suitable employees and volunteers

Rosanna Golf Links Primary School takes all reasonable steps to ensure that it engages the most suitable and appropriate people to work with children. Alongside the Department of Education and Training (DET) recruitment processes, it will ensure it includes:

- Selection criteria in job descriptions
 - Police record and identity checks
 - Working with Children Checks, where required
 - Face-to-face interviews
 - Detailed reference checks from previous employers, including from the applicant's most recent line manager
- Supported, trained, supervised and enhanced performance

Rosanna Golf Links Primary School ensures that volunteers and employees who work with children have ongoing supervision, support and training so that their performance is developed and enhanced to help protect children from abuse. In particular, the Principal and leadership team understand their responsibilities.

Links & Appendices (including processes related to this policy)

This document should be read in conjunction with the following school policies, which are available on Compass (under School Documentation) and on the RGLPS Website.

[Child Safe Policy](#)

[Code of Conduct](#)

[Victorian Teaching Profession Code of Conduct 2016](#)

[Child Safety Reporting Obligations Policy](#)

[Department of Education and Training Child Protection – Reporting Obligations Policy](#)

[VRQA Child Safe Code of Conduct – Acceptable and Unacceptable Behaviour](#)

[Privacy Policy](#)

[Gifts Benefits and Hospitality Policy](#)

[Recruitment in Schools Policy](#)

[2020 Roles and Responsibilities Document](#)

[Department of Education and Training – Protect Site](#)

[Working with Children Check Policy](#)

[Protecting Children E-learning Module](#)

[Four Critical Actions for Schools](#)

[Child Safe Risk Assessment](#)

[Child Safe Audit Tool](#)

[Student Engagement and Wellbeing Policy](#)



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[Further information on child safe standards can be found on the Department of Health and Human Services website](#)

Policy Review and Approval

This document was endorsed by the RGLPS School Council and will be reviewed every 1-2 years as part of the RGLPS review cycle.

Document last reviewed	11.8.2022
Approved by	Principal - Kirrily Lamers
Next scheduled review date	11.8.2024