



Then the little children were brought to Jesus for Him to place His hands on them and pray for them; and the disciples rebuked those who brought them. But Jesus said, "Let the little children come to Me, and do not hinder them! For the kingdom of heaven belongs to such as these."

(Mark 10:13-16)

## ***Holy Name Primary School*** **Child Safety Policy**

***[August 2017]***

***Child Safety Committee***

***David Delaney, Mark Tierney, Donna Monteleone***



***Date of policy: [June 2016]***

***Date of last major review: [June 2017]***

***Date of next major review: [June 2018]***

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## Introduction

At Holy Name Primary School, we **consider** the care, safety and wellbeing of children and young people as the central and fundamental responsibility of our school. Our commitment is drawn from and inherent in the teaching and mission of Jesus Christ, with love, justice and the sanctity of each human person at the heart of the gospel ([CECV Commitment Statement to Child Safety](#)).

The person of each individual human being, in his or her material and spiritual needs, is at the heart of Christ's teaching: that is why the promotion of the human person is the goal of the Catholic school (Congregation for Catholic Education 1997, n. 9).

### **Holy Name Primary School Vision:**

**We are ... faith centred**

**We are ... lifelong learners**

**We are ... a supportive community**

**We are ... happy**

**We are ... Holy Name.**

**(2014)**

## 2. Purpose of the Policy

At Holy Name Primary School we have a strong commitment to the overall care, safety and wellbeing of all students in our school. This policy provides an outline of the policies, procedures and strategies developed to keep our students safe from harm, including all forms of abuse in our school environment, on campus, online and in other locations that are provided by the school.

**The purpose of this policy is:**

To facilitate the prevention of child abuse occurring within Holy Name Primary School.

To work towards an organisational culture of child safety.

To ensure that all parties are aware of their responsibilities for identifying possible instances of child abuse and for establishing controls and procedures for preventing such abuse and / or detecting such abuse when it occurs.

To provide guidance to clergy/staff / volunteers / contractors as to action that should be taken where they suspect any abuse within or outside of the school.

To provide a clear statement to clergy/staff /volunteers / contractors forbidding any such abuse.

To provide assurance that any and all suspected abuse will be reported and fully investigated.

This policy takes into account relevant legislative requirements within the state of Victoria, including the specific requirements of the Victorian Child Safe Standards as set out in [Ministerial Order No. 870](#). This policy applies to school staff, including school employees, volunteers, contractors and clergy.

### 3. Principles

Catholic schools have a moral, legal and mission-driven responsibility to create nurturing school environments where children and young people are respected, their voices are heard and they are safe and feel safe ([CECV Commitment Statement to Child Safety](#)).

**The following principles underpin our commitment to child safety at Holy Name Primary School:**

- All students deserve, as a fundamental right, safety and protection from all forms of abuse and neglect.
- Our school works in partnership with families and the community to ensure that they are engaged in decision-making processes, particularly those that have an impact on child safety and protection.
- All students have the right to a thorough and systematic education in all aspects of personal safety, in partnership with their parents/guardians/caregivers.
- All adults in our school, including teaching and non-teaching staff, clergy, volunteers, and contractors, have a responsibility to care for children and young people, to positively promote their wellbeing and to protect them from any kind of harm or abuse.
- The policies, guidelines and codes of conduct for the care, wellbeing and protection of students are based on honest, respectful and trusting relationships between adults and children and young people.

- Policies and practices demonstrate compliance with legislative requirements and cooperation with the Church, governments, the police and human services agencies.
- All persons involved in situations where harm is suspected or disclosed must be treated with sensitivity, dignity and respect.
- Staff, clergy, volunteers, contractors, parents and students should feel free to raise concerns about child safety, knowing these will be taken seriously by school leadership.
- Appropriate confidentiality will be maintained, with information being provided to those who have a right or a need to be informed, either legally or pastorally.

#### 4. Definitions used in this Policy

**Child:** A child or a young person enrolled as a student at the school.

**Child abuse** includes:

(a) any act committed against a child involving:

- (i) a sexual offence
- (ii) an offence under section 49B(2) of the **Crimes Act 1958** (grooming)

(b) the infliction, on a child, of:

- (i) physical violence
- (ii) serious emotional or psychological harm

(c) serious neglect of a child. ([Ministerial Order No. 870](#))

**Child safety** encompasses matters related to protecting all children from child abuse, managing the risk of child abuse, providing support to a child at risk of child abuse, and responding to incidents or allegations of child abuse. ([Ministerial Order No. 870](#))

**Child neglect:** The failure by a parent or caregiver to provide a child (where they are in a position to do so) with the conditions that are culturally accepted as being essential for their physical and emotional development and wellbeing. ([Safe Schools Hub](#))

**Child physical abuse:** Generally, child physical abuse refers to the non-accidental use of physical force against a child that results in harm to the child. Physically abusive behaviours include shoving, hitting, slapping, shaking, throwing, punching, kicking, biting, burning, strangling and poisoning. The fabrication or induction of an illness by a parent or carer (previously known as Munchausen syndrome by proxy) is also considered physically abusive behaviour. ([Safe Schools Hub](#))

**Child protection:** Statutory services designed to protect children who are at risk of serious harm. ([Safe Schools Hub](#))

**Child sexual abuse:** Any sexual activity between a child under the age of consent (16) and an adult or older person (i.e. a person five or more years older than the victim) is child sexual abuse.

Child sexual abuse can also be:

- any sexual behaviour between a child and an adult in a position of power or authority over them (e.g. a teacher); the age of consent laws do not apply in such instances due to the strong imbalance of power that exists between young people and authority figures, as well as the breaching of both personal and public trust that occurs when professional boundaries are violated
- any sexual behaviour between a child and an adult family member, regardless of issues of consent, equality or coercion
- sexual activity between peers that is non-consensual or involves the use of power or coercion
- non-consensual sexual activity between minors (e.g. a 14-year-old and an 11-year-old), or any sexual behaviour between a child and another child or adolescent who, due to their age or stage of development, is in a position of power, trust or responsibility over the victim. Sexual activity between adolescents at a similar developmental level is not considered abuse. ([Safe Schools Hub](#))

**Mandatory Reporting:** The legal requirement to report suspected cases of child abuse and neglect is known as mandatory reporting. Mandated persons include teachers, nurses, police, psychologists, psychiatrists and medical practitioners. ([Safe Schools Hub](#))

**Reasonable Belief:** When staff are concerned about the safety and wellbeing of a child or young person, they must assess that concern to determine if a report should be made to the relevant agency. This process of considering all relevant information and observations is known as forming a 'reasonable belief'. 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.

**School environment** means any physical or virtual place made available or authorised by the school governing authority for use by a child during or outside school hours, including:

- (a) a campus of the school
- (b) online school environments (including email and intranet systems)
- (c) other locations provided by the school for a child's use (including, without limitation, locations used for school camps, sporting events, excursions, competitions, and other events).

([Ministerial Order No. 870](#))

**School staff** means an individual working in a school environment who is:

- (a) directly engaged or employed by a school governing authority
- (b) a volunteer or a contracted service provider (whether or not a body corporate or any other person is an intermediary)
- (c) a minister of religion. ([Ministerial Order No. 870](#))

## 5. Policy Commitments

All students enrolled at Holy Name Primary School have the right to feel safe and be safe. The wellbeing of children in our care is our first priority and we do not and will not tolerate child abuse.

We aim to create a child-safe and child-friendly environment where children are free to enjoy life to the full without any concern for their safety. There is particular attention paid to the most vulnerable children, including Aboriginal and Torres Strait Islander children, children from culturally and/or linguistically diverse backgrounds, and children with disability.

### Our commitment to our students

- (a) We commit to the safety and wellbeing of all children and young people enrolled in our school.
- (b) We commit to providing children and young people with positive and nurturing experiences.
- (c) We commit to listening to children and young people and empowering them by taking their views seriously, and addressing any concerns that they raise with us.
- (d) We commit to taking action to ensure that children and young people are protected from abuse or harm.
- (e) We commit to teaching children and young people the necessary skills and knowledge to understand and maintain their personal safety and wellbeing.
- (f) We commit to seeking input and feedback from students regarding the creation of a safe school environment.

### Our commitment to parents and carers

- (a) We commit to communicating honestly and openly with parents and carers about the wellbeing and safety of their children.
- (b) We commit to engaging with, and listening to, the views of parents and carers about our child-safety practice, policies and procedures.
- (c) We commit to transparency in our decision-making with parents and carers where it will not compromise the safety of children or young people.
- (d) We commit to acknowledging the cultural diversity of students and families, and being sensitive to how this may impact on student safety issues.
- (e) We commit to continuously reviewing and improving our systems to protect children from abuse.

### **Our commitment to our school staff (school employees, volunteers, contractors and clergy)**

- (a) We commit to providing all Holy Name Primary School staff with the necessary support to enable them to fulfil their roles. This will include regular and appropriate professional learning opportunities.
- (b) We commit to providing regular opportunities to clarify and confirm policy and procedures in relation to child safety and young people's protection and wellbeing. This will include annual training in the principles and intent of the Child Safety Policy and Child Safety Code of Conduct, and staff responsibilities to report concerns.
- (c) We commit to listening to all concerns voiced by Holy Name Primary School staff, clergy, volunteers, and contractors about keeping children and young people safe from harm.
- (d) We commit to providing opportunities for Holy Name Primary School employees, volunteers, contractors and clergy to receive formal debriefing and counselling arising from incidents of the abuse of a child or young person in our community.

## **6. Responsibilities and Organisational Arrangements**

Everyone employed or volunteering at Holy Name Primary School has a responsibility to understand the important and specific role they play individually and collectively to ensure that the wellbeing and safety of all students is at the forefront of all they do and every decision they make. ([CECV Commitment Statement to Child Safety](#))

The school has allocated roles and responsibilities for child safety as follows through the development of a Child Safety Committee. Responsibility for the implementation of this policy is with the Principal, Deputy Principal and Student Wellbeing Leader. They will ensure the environment for keeping children safe is recognised, understood, valued, and upheld by all staff, volunteers, and community members within the school. To assist with implementation, monitoring and reviewing of child safety matters, the Principal, Deputy Principal and the Student Wellbeing Leader will work closely with all staff.

### **6.1 Responsibilities of School Leadership**

The principal, the school governing authority and school leaders at Holy Name Primary School recognise their particular responsibility to ensure the development of preventative and proactive strategies that promote a culture of openness, awareness of and shared responsibility for child safety. Responsibilities include:

- creating an environment for children and young people to be safe and to feel safe
- upholding high principles and standards for all staff, clergy, volunteers, and contractors
- promoting models of behaviour between adults and children and young people based on mutual respect and consideration

- ensuring thorough and rigorous practices are applied in the recruitment, screening, induction and ongoing professional learning of staff
- ensuring that school personnel have regular and appropriate learning to develop their knowledge of, openness to and ability to address child safety matters
- providing regular opportunities to clarify and confirm legislative obligations, policy and procedures in relation to child and young people’s protection and wellbeing
- Regularly reviews policies and procedures to ensure best practice is always followed
- ensuring the school meets the specific requirements of the Victorian Child Safe Standards as set out in [Ministerial Order No. 870](#).

## 6.2 Guide to Responsibilities of School Staff

Staff members, (volunteers, contractors and clergy) engaged by Holy Name Primary School, have an obligation to foster a culture of safety for all students by:

- treating children and young people with dignity and respect, acting with propriety, providing a duty of care, and protecting children and young people in their care
- following the legislative and internal school processes in the course of their work, if they form a reasonable belief that a child or young person has been or is being abused or neglected
- providing a physically and psychologically safe environment where the wellbeing of children and young people is nurtured
- undertaking regular training and education in order to understand their individual responsibilities in relation to child safety and the wellbeing of children and young people
- assisting children and young people to develop positive, responsible and caring attitudes and behaviours which recognise the rights of all people to be safe and free from abuse following the school’s **Child Safety Code of Conduct**.

## 6.3 Organisational Arrangements

A Child Safety Committee has been created to ensure that the community of Holy Name Primary School is informed of and kept up to date on child safety and maintains and leads policy development and training relating to these matters. The following policies have been reviewed and updated for use by school staff: (Please see 14.2)

Holy Name Primary School has established and continues to implement, a Child Safety Policy outlining key elements of its approach to creating and sustaining a Child Safe environment. The policy has been developed by members of the Leadership Team in consultation with staff members and affirms the school’s commitment to a ‘zero tolerance’ towards child abuse. The Policy also

demonstrates a commitment to keeping students safe and how it actively works to listen to and empower students at Holy Name Primary School.

Each staff member has a copy of the school's Child Safety Policy in their Child Safe Information Folder. The Policy is also made publicly available to all members of the community via the School's website. This policy and the accompanying Child Safety Code of Conduct are communicated to staff members, prior to commencing work and at least annually.

Holy Name Primary School reviews this policy every three years or as required when there has been a change to the work environment or work arrangements that may impact on the protection of children.

- Holy Name Primary School Child Safety Policy – August 2017

Holy Name Primary School maintains a Code of Conduct for all staff members that clearly defines workplace expectations including professional boundaries, ethical behaviours, as well as acceptable & unacceptable relationships.

The school's **Child Safety Code of Conduct** is made publicly available to all members of the community via the School's website. The Code of Conduct is presented to new staff members prior to commencing work and is revisited annually with the whole staff. Each staff member keeps a copy of the school's Child Safety Code of Conduct in their Child Safe Information Folder.

Holy Name Primary School reviews its Child Safety Code of Conduct every three years or more frequently in the event of a complaint, or when there has been a change to the work environment or work arrangements that may impact on the protection of children.

- Holy Name Child Safety Code of Conduct July 2016

It is the responsibility of the Child Safety Committee to ensure that all staff are aware of their requirements in regards to Mandatory Reporting and that they are aware that all issues are handled sensitively and promptly. General Staff meetings and staff briefings are all avenues that assist in the communication and dissemination of information that involves issues of child safety. Each staff member keeps a copy of the school's Child Protection - Reporting Obligations Policy and Procedures in their Child Safe Information Folder

- Child Protection - Reporting Obligations Policy and Procedures September 2016

## 7. Expectations of our School Staff – Child Safety Code of Conduct

At Holy Name Primary School community, we expect school employees, volunteers, contractors and clergy to proactively ensure the safety of students at all times and to take appropriate action if there are concerns about the safety of any child at the school. All staff must remain familiar with the relevant laws, the code of conduct, and policies and procedures in relation to child protection and to comply with all requirements.

We have developed a Child Safety Code of Conduct which recognises the critical role that all school staff members play in protecting the students in our care and establishes clear expectations of school employees, volunteers, contractors and clergy for appropriate behaviour with children in order to safeguard them against abuse and/or neglect. Our Code of Conduct also protects school staff through clarification of acceptable and unacceptable behaviour.

### Acceptable behaviours:

All staff, families, volunteers, contractors, visitors and clergy are responsible for supporting the safety of children by:

- adhering to the school's child-safe policy and upholding the school's statement of commitment to child safety at all times <sup>2</sup>
- taking all reasonable steps to protect children from abuse (refer to Reporting Obligations Policy and Procedures)<sup>2</sup>
- treating everyone in the school community with respect by modeling positive and respectful relationships and acting in a manner that sustains a safe, educational and pastoral environment<sup>2</sup>
- listening and responding to the views and concerns of children, particularly if they are telling you that they or another child have been abused or that they are worried about their safety/the safety of another child <sup>2</sup>
- promoting the cultural safety, participation and empowerment of Aboriginal and Torres Strait Islander children (for example, by not questioning an Aboriginal and Torres Strait Islander child's self-identification) <sup>2</sup>
- promoting the cultural safety, participation and empowerment of children with culturally and/or linguistically diverse backgrounds <sup>2</sup>
- promoting the safety, participation and empowerment of children with disability <sup>2</sup>
- ensuring as far as practicable that adults are not alone with a child for example by keeping doors open and staying in view of another adult
- understanding and complying with all reporting obligations as they relate to mandatory reporting and reporting under the Crimes Act 1958 (Vic.)

- reporting any child safety concerns to the school's leadership
- reporting any allegations of child abuse to the school's leadership
- if an allegation of child abuse is made, ensuring as quickly as possible that the child(ren) are safe

### **Unacceptable behaviours**

All staff, families, volunteers, contractors, visitors and clergy must not:

- ignore or disregard any suspected or disclosed child abuse
- develop any 'special' relationships with children that could be seen as favouritism for example, the offering of gifts or special treatment for specific children
- exhibit behaviours with children which may be construed as unnecessarily physical for example, inappropriate sitting on laps, giving teachers a massage
- initiate unnecessary physical contact with children or do things of a personal nature that a child can do for themselves, such as toileting or changing clothes
- engage in open discussions of a mature or adult nature in the presence of children for example, personal social activities
- use inappropriate language in the presence of children
- express personal views on cultures, race or sexuality in the presence of children
- discriminate against any child, age, gender, race, culture, vulnerability, sexuality, ethnicity or disability
- have contact with a child or their family outside of the school without the school's leadership (Principal or Deputy Principal) knowledge and/or consent or approval for example, unauthorised after-hours tutoring, private instrumental/other lessons or sport coaching; incidental contact, such as seeing people in the street, is appropriate
- have any online contact with a child (including by social media, email, instant messaging etc.) or their family (unless necessary e.g. by providing families with e-newsletters or assisting students with their school work)
- use any personal communication channels/device such as a personal email account with families
- exchange personal contact details such as phone numbers, social networking sites or email addresses
- photograph or video a child without the consent of the parent or guardians
- work with children while under the influence of alcohol or illegal drugs
- consume alcohol or drugs at school or at school events in the presence of children

I, \_\_\_\_\_, acknowledge that this is the school's Code of Conduct and that I will adhere to the protocols outlined.

Signed: \_\_\_\_\_ Date: \_\_\_\_\_

## 8. Student Safety and Participation

### **At Holy Name Primary School:**

- We actively encourage all of our students to openly express their views and feel comfortable about having a voice when it comes to the things that are important to them.
- We teach students about what they can do if they feel unsafe and enable them to understand, identify, discuss and report on child safety.
- We listen to and act on any concerns students, or their parents or carers, raise with us.
- We actively engage our students to lead our school through our school captains, school leaders, house captains and S.R.C .

## 9. Reporting and Responding

Holy Name school records any child safety complaints, disclosures or breaches of the Child Safety Code of Conduct, and stores the records in accordance with security and privacy requirements. We comply with legal obligations that relate to managing the risk of child abuse under the **Children, Youth and Families Act 2005** (Vic.), the **Crimes Act 1958** (Vic.) and the recommendations of the [Betrayal of Trust](#) report.

Section 182 of the Victorian Children, Youth & Families Act 2005 requires mandatory reporters, (teachers, principals, doctors, nurses and police officers) who 'form a belief on reasonable grounds' that a student or young person is in need of protection from physical injury or sexual abuse, to report their concerns to Department of Health and Human Services (DHHS) Child Protection or Victoria Police.

Child protection reporting obligations fall under separate pieces of legislation with differing reporting requirements. Holy Name School Child Protection - Reporting Obligations Policy and Procedures, updated September 2016, sets out the actions required under the relevant legislation when there is a reasonable belief that a child at our school is in need of protection or a criminal offence has been committed, and provides guidance and procedures on how to make a report.

Our policy assists our school community including clergy, staff members, families and volunteers to:

- identify the indicators of a child or young person who may be in need of protection
- understand how a 'reasonable belief' is formed
- make a report of a child or young person who may be in need of protection
- comply with mandatory reporting obligations under child protection law and their legal obligations relating to criminal child abuse and grooming under criminal law.

Our school has also established internal processes to ensure that appropriate action is taken to respond to concerns about the wellbeing and/or safety of a student. Our School, in partnership with families, will ensure children are engaged and active participants in decision making processes, particularly those that have an impact on their safety.

This means that the views of staff, children, young people and families are taken seriously and their concerns are addressed in a just and timely manner. Children are also provided with the necessary skills and knowledge to understand and maintain their personal safety and wellbeing.

The Child Safety Committee is responsible for taking immediate action & providing support in the event of a child safety complaint, suspected abuse, disclosures or breaches of the Child Safety Code of Conduct. The School's Child Safety Committee, in consultation with members of the Leadership Team is responsible for managing the entire process in close consultation with all affected parties.



## 10. Screening and Recruitment of School Staff

Holy Name Primary School will apply thorough and rigorous screening processes in the recruitment of all of its employees and volunteers involved in any child-connected work. Our commitment to child safety and our screening requirements are included in all advertisements for such employee, contractor and volunteer positions, and all applicants are provided with copies of the school's Child Safety Code of Conduct and the Child Safety Policy.

When recruiting and selecting employees, contractors and volunteers involved in child-connected work, we:

- confirm the applicant's Working with Children Check and National Police Check status and/or professional registration (as relevant)
- obtain proof of personal identity and any professional or other qualifications
- verify the applicant's history of work involving children
- obtain references that address the applicant's suitability for the job and working with children.

We have processes for monitoring and assessing the continuing suitability of school staff to work with children, including regular reviews of the status of Working with Children Checks and staff professional registration requirements such as Victorian Institute of Teaching (VIT) registration.

### **Victorian Institute of Teaching Registration**

All teaching staff will be required to maintain current Victorian Institute of Teaching (VIT) Registration prior to being considered for employment. A copy of the teacher's current VIT registration will be taken and kept on their employee file.

Criminal Record Checks are a requirement of VIT Registration every five years and it is the staff member's responsibility, at their expense, to ensure that this is undertaken. The Principal will regularly monitor the currency of VIT Registrations via the School Portal on the VIT Website.

### **Working With Children's Checks**

Working with Children's Checks (WWCC) will be required by all non-teaching staff, volunteers, members of the clergy and contractors engaged by the school. WWCC screen an individual's criminal record and professional conduct, acting as a mechanism for identifying those individuals who pose a risk to child safety.

A current WWCC (within 5 years) is required for all non-teaching staff, volunteers, members of the clergy and contractors and a copy must be provided to the school Administration Officer prior to being authorised to undertake 'Child Connected Works'. The Principal will regularly monitor the status of WWCC.

Any member of the school community that wishes to participate in 'Child Connected Work' must provide the school with a copy of their current WWCC prior to being authorised to do so.

### **Screening of Casual Relief Teachers (CRTs).**

Prior to being approved to undertake Casual Relief Teaching all CRTs must attend an interview with the Deputy Principal. Reference checks will be conducted by the Deputy Principal prior to any CRT being authorised to conduct work at the school. Where a CRT is engaged via an agency, the agency must be able to demonstrate that it maintains robust processes to support Child Safety. The agency must demonstrate sufficient screening and induction procedures.

All CRTs must maintain current Victorian Institute of Teaching (VIT) Registration and provide this to the school prior to commencing work.

## **11. Child Safety – Education and Training for School Staff**

Holy Name Primary School provides employees, volunteers and clergy with regular and appropriate opportunities to develop their knowledge of, openness to and ability to address child safety matters. This includes induction, ongoing training and professional learning to ensure that everyone understands their professional and legal obligations and responsibilities, and the procedures for reporting suspicion of child abuse and neglect. These opportunities are provided during Staff Meetings, through the updating of mandatory reporting qualifications, inclusion of information in the Staff handbook and a Child Safety folder for all members of staff to refer and adhere to.

To further support Staff Members meet the demands required of a Child Safe School, Holy Name identifies professional learning & training opportunities annually

- Learning & training opportunities supported by the school include, but are not limited to:
- Child Safety is a standing Staff meeting agenda item, to facilitate communication and consultation on all matters relating to Child Safety.
- Annual induction into the School's Child Safety requirements.
- Annual refresher on professional & legal obligations & responsibilities relating to Child Safety.
- Annual refresher and acknowledgment of the School's Code of Conduct requirements.
- Annual completion of the Victorian Department of Education's 'on-line' Mandatory Reporting Module.

## 12. Risk Management

At Holy Name Primary School, we are committed to proactively and systematically identifying and assessing risks to student safety across our whole school environment, and reducing or eliminating (where possible) all potential sources of harm. We document, implement, monitor and periodically review our risk management strategies for child safety and ensure that the strategies change as needed and as new risks arise. This is overseen by the Child Safety Committee which keeps personnel up to date on policy and procedures and assists with staff concerns.

## 13. Relevant Legislation

- ***Children, Youth and Families Act 2005*** (Vic.)
- ***Working with Children Act 2005*** (Vic.)
- ***Education and Training Reform Act 2006*** (Vic.)
- ***Equal Opportunity Act 2010*** (Vic.)
- ***Privacy Act 1988*** (Cth)
- ***Crimes Act 1958*** (Vic.) – Three new criminal offences have been introduced under this Act:
  - a) **Failure to disclose offence**: Any adult who forms a reasonable belief that a sexual offence has been committed by an adult against a child under 16 has an obligation to report that information to police. Failure to disclose the information to police is a criminal offence.
  - b) **Failure to protect offence**: The offence will apply where there is a substantial risk that a child under the age of 16 under the care, supervision or authority of a relevant organisation will become a victim of a sexual offence committed by an adult associated with that organisation. A person in a position of authority in the organisation will commit the offence if they know of the risk of abuse and have the power or responsibility to reduce or remove the risk, but negligently fail to do so.
  - i) **Grooming offence**: This offence targets predatory conduct designed to facilitate later sexual activity with a child. Grooming can be conducted in person or online, for example via interaction through social media, web forums and emails.

## 14. Related Policies

### 14.1 Catholic Education Melbourne Policies

- [Policy 2.2: Guidelines Relating to the Employment of Staff \(currently under review\)](#)
- [Policy 2.19: Child Protection – Reporting Obligations](#)
- [Policy 2.19a: School Guidelines –Police and DHHS Interview Protocols](#)
- [Policy 2.20: Misconduct Policy \(withdrawn and currently under review\)](#)
- [Policy 2.26: Pastoral Care of Students in Catholic Schools\(currently under review\)](#)

## 14.2 School Policies

Holy Name Primary School -Child Safe School Philosophy July 2016

Holy Name Child Safety Code of Conduct July 2016

Child Protection - Reporting Obligations Policy and Procedures September 2016

Holy Name Primary School Volunteers Policy May 2017

Holy Name Primary School Employment of Staff Policy May 2017

Holy Name Primary School Student Behaviour Management Policy July 2016

Holy Name Primary School Custody Issues Policy (June 2017)

Holy Name Primary School Working with Children Check Policy and Procedures (to be ratified)

Holy Name Primary School Anti Bullying Policy (Student) (to be ratified)

## 15. Breach of Policy

Where an **employee** is suspected of breaching any obligation, duty or responsibility within this Policy, Holy Name Primary School may start the process under clause 13 of the **Victorian Catholic Education Multi Enterprise Agreement 2013** (VCEMEA) for managing employment concerns. This may result in disciplinary consequences.

Where the **Principal** is suspected of breaching any obligation, duty or responsibility within this policy, the concerned party is advised to contact the Parish Priest. Relevant notification should also be made to Catholic Education Melbourne (Office of Professional Conduct, Ethics and Investigation). Where any **other member of the school community** is suspected of breaching any obligation, duty or responsibility within this policy, the school is to take appropriate action, including in accordance with: e.g. Code of Conduct, Child Protection – Reporting Obligations and/or contact Catholic Education Melbourne (Office of Professional Conduct, Ethics and Investigation).

## 16. Review of this Child Safety Policy

At Holy Name Primary School, we are committed to continuous improvement of our child safety systems and practices. We intend this policy to be a dynamic document that will be regularly reviewed to ensure it is working in practice and updated to accommodate changes in legislation or circumstance. We will maintain a history of updates to the policy.

### History of Updates to the Policy

Date	Comment (e.g. major review, minor review)
June 2016	Major review
September 2016	Ratified by Staff
August 2017	Policy reviewed and changes ratified by staff and School Board



## 17. References

- Catholic Education Commission of Victoria Ltd (CECV) 2016, [\*\*\*Commitment Statement to Child Safety: A safe and nurturing culture for all children and young people in Catholic schools.\*\*\*](#)
- Catholic Education Commission of Victoria Ltd (CECV) 2013, [\*\*\*Victorian Catholic Education Multi Enterprise Agreement 2013,\*\*\*](#) CECV.
- Congregation for Catholic Education 1997, [\*\*\*The Catholic School on the Threshold of the Third Millennium,\*\*\*](#) Vatican.
- Safe Schools Hub 2014, [\*\*\*National Safe Schools Framework Glossary,\*\*\*](#) Australian Government Department of Education and Training.
- State of Victoria 2016, [\*\*\*Child Safe Standards – Managing the Risk of Child Abuse in Schools: Ministerial Order No. 870,\*\*\*](#) Education & Training Reform Act 2006, Victorian Government Gazette No. S2.
- Victorian Government Department of Justice 2016, [\*\*\*Betrayal of Trust Implementation.\*\*\*](#)