



Toorak Primary School Child Safe and Effective Leadership

CHILD SAFE STANDARD 1

The Child Safe standards require schools to have strategies to embed a school culture of child safety, including effective leadership arrangements. Protecting children from abuse is everybody's business, and school leadership is essential to instil a child safety culture.

Leadership in a child safe environment

Working with children can be very rewarding and it brings additional responsibilities.

We must act to protect children from abuse and build an environment where children feel respected, valued and encouraged to reach their full potential. This requires a culture of child safety to be embedded throughout TPS so that child safety is part of everyone's everyday thinking and practice. Such a culture is achieved through proactive leadership in demonstrating the appropriate values, attitudes and behaviours.

A child safe environment is the product of a range of strategies and initiatives. TPS fosters a culture of openness, inclusiveness and awareness. Children and adults know what to do if they observe abuse or inappropriate behaviour or where children experience these behaviours.

All staff and volunteers consider the safety of all children, and the importance of cultural safety for Aboriginal children, cultural safety for children from culturally and linguistically diverse backgrounds, and the safety of children with a disability.¹

Governance in a child safe environment

Leadership takes preventative, proactive and participatory approaches to child safety issues. The safety and wellbeing of children at TPS is paramount and given consideration when developing activities, policies and management practices.

Leadership responsibilities

Leadership is responsible for embedding a culture of child safety at TPS. School leadership also takes responsibility for responding appropriately to child abuse allegations and risks and takes responsibility for ensuring an appropriate response.

TPS ensures that all allegations of child abuse and child safety concerns are treated very seriously. In addition to complying with all legal requirements, this includes reporting concerns of child abuse to police and/or child protection.

If you believe a child is at immediate risk of abuse phone 000.

Identify and analyse risk of abuse

TPS adopts an approach to prevent, identify and respond to child abuse risks. This includes implementation of a risk management strategy and policy that sets out how child abuse risks are identified, assessed, and the steps taken to reduce or remove those risks.

Develop a Child Safe policy

TPS has developed a child safe policy which outlines our commitment to promoting children's wellbeing and protecting children from abuse.

Develop codes of conduct

TPS has a code of conduct which specifies the standards of conduct and care required when working and interacting with children.

We also refer to professional codes of conduct where appropriate ie. DET and VIT documents.

Choose suitable employees and volunteers

TPS 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.

Support, train, supervise and enhance performance

TPS 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. The Principal and Assistant Principal have knowledge of child safety issues, and could be a point of contact for others who have questions or concerns or want to report an allegation of abuse.

Promote inclusion

TPS is inclusive to all children and families. We have a culture that supports diversity and the inclusion of all children.

Empower and promote the participation of children in decision-making

TPS promotes the involvement and participation of children in developing and maintaining child safe environments. For example, we provide opportunities for children to express their views on our Child Safe policy and code of conduct, and then incorporate this feedback to improve our policies and practices. Ideas from children are sought through suggestion boxes, surveys, emails or feedback sessions.

We listen to children and take them seriously, particularly if they are disclosing abuse or concerns for their safety or the safety of other children.

Regular review

This statement will be reviewed every year and following significant incidents if they occur.

This statement was last ratified by School Council in October 2016.
