We take proactive steps to identify and manage any risk of harm to students in our school environment. When child safety concerns are raised or identified, we treat these seriously and respond promptly and thoroughly.

Particular attention is given to the child safety needs of Aboriginal students, those from culturally and linguistically diverse backgrounds, international students, students with disabilities, those unable to live at home (out-of-homecare), children and young people who identify as lesbian, gay, bisexual, trans and gender diverse, intersex and queer (LGBTIQ+) and other students experiencing risk or vulnerability. Inappropriate or harmful behaviour targeting students based on these or other characteristics, such as racism or homophobia, are not tolerated at our school, and any instances identified will be addressed with appropriate consequences.

Child safety is a shared responsibility. Every person involved in our school has an important role in

5 Policy

<u>Strategies to embed a child safe culture</u>

culture encourages staff, students, parents and the school community to raise, discuss and scrutinise child safety concerns. This makes it more difficult for abuse to occur and remain hidden.

All child safety documents, including this policy, the [Child Safety Code of Conduct](#)   [Child Safety Responding and Reporting Obligations](#) and Procedures, [Identifying and Responding to All Forms of Abuse in Victorian Schools](#) and the [Four Critical Actions for Schools](#) are readily available via Astra for all staff, students and parents to read at any time.

All school staff **are required to:**

5.1

difference between appropriate and inappropriate behaviour

5.2   Act in accordance with the Child Safety Responding and Reporting Obligations (including Mandatory Reporting) Policy and Procedures at all times, including following the [Four Critical Actions for Schools](#) where necessary

5.3   Undertake annual guidance and training on child safety

5.4   Act in accordance with their legal obligations, including:

5.4.1   Failure to disclose offence (applies to all adults)
5.4.2   Duty of care (app

backgrounds, children with disabilities, children who are vulnerable, children and young people who identify as LGBTIQ+, Out of Home Care (OoHC) students and International students, when implementing the Child Safe Standards.

5.6   Ensure that child safety is a regular agenda item at school leadership meetings and staff meetings

5.7   Encourage and enable staff professional learning and training to build deeper understandings of child safety and prevention of abuse

5.8   Ensure that no one is prohibited or discouraged from reporting an allegation of child abuse to a person external to the school or from making records of any allegation

As part of Girton Grammar   All School Staff **are required to:**

5.9   Complete annual training on Mandatory Reporting and Child Safety

5.10   Read and acknowledge   [Child Safety Code of Conduct](#) on induction, and maintain familiarity with that document annually.

5.11   Read and acknowledge   [Child Safety Responding and Reporting Obligations Policy](#) on induction, and maintain familiarity with that document

5.12
          with that document

them under the Education and Training Reform Act 2006, School Board Members **will:**

5.13   Ensure that child safety is a regular agenda item at Board meetings

5.14   Consider the diversity of all children, including (but not limited to) the needs of Aboriginal and Torres Strait Islander children, children from culturally and linguistically diverse backgrounds, children with disabilities, children who are vulnerable, children and young people who identify as LGBTIQ+, Out of Home Care (OoHC) students and International students, when making decisions regarding the Child Safe Standards

5.15   Undertake annual guidance and training on child safety, such as the Victorian Child Safe Standards   We All Have a Role to Play Training Module (Litmos)

5.16   Approve the Child Safety Code of Conduct to the extent that it applies to school board members, and if updated, note the new document in its School Board meeting minutes

School leadership will maintain records of the above processes.

risks of child abuse and to detect potential signs of child abuse. This training occurs annually or more often as required.

We also support our staff and volunteers through ongoing supervision to develop their skills to protect children from abuse, to promote the cultural safety of Aboriginal and Torres Strait Islander children and children from linguistically and/or diverse backgrounds, and the safety of children with a disability, international students residing with relatives and vulnerable children.

New employees and volunteers will be inducted into the school, including by being referred to the Child Safety Policy (this document), the Child Safety Code of Conduct, and the Child Safety Responding and Reporting Obligations Policy via Astra. They will also be

environment and the characteristics and needs of all children expected to be present in that environment.

Girton Grammar School monitors and evaluates the effectiveness of the actions it takes to reduce or remove risks to child safety, more information can be found in

Listening to, communicating with and empowering children

Girton Grammar has developed a safe, inclusive and supportive environment that involves and communicates with children, young people and their parents/carers. We encourage child and parent/carer

Communications

This school is committed to communicating our child safety strategies to the school community through:

5.33   Ensuring that the Child Safety Policy (this document), Code of Conduct, and the Child Safety Responding and Mandatory Reporting Obligations Policy are available via Astra

5.34   Ensuring that child safety is a regular agenda item at school leadership meetings and staff meetings for discussion

5.35   Communicating aspects of this policy in staff induction sessions, at student assemblies and parent/carer information sessions and via the school eLink newsletter.

Confidentiality and privacy

This school collects, uses and discloses information about particular children and their families in accordance with Victorian privacy law and other relevant laws. The principles regulating the collection, use and storage of information is included in the School s Privacy Policy here

6 Further Guidance

Ministerial Order 1359
Child Safety Code of Conduct
Four Critical Actions for Schools
Child Safety Responding and Reporting Obligations
Identifying and Responding to All forms of Abuse in Victorian Schools
Recording your Actions - Responding to suspected abuse
Identifying and Responding to Student Sexual Offending
Education and Training Reform Act 2006
Girton Grammar School's Privacy Policy
Employee Assistance Program (EAP)

7 Policy Status/Document Control

Document details	
Title:	Girton Grammar School Child Safety Policy
Approver:	Leadership