
Standard 1

Appendix 1

Child Safe Strategies Checklist

School: *Benalla P-12 College*

Section: *VRQA Child Safe*

Version: *One*

CHILD SAFE STRATEGIES CHECKLIST

Strategies to embed an organisational culture of child safety at Benalla P-12 College

Working with children can be very rewarding, and it brings additional responsibilities. We must all act to protect children from abuse at Benalla P-12, 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 our college 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 of an organisation.

A child safe environment is the product of a range of strategies and initiatives. At Benalla P-12 College we:

- Foster a culture of openness, inclusiveness and awareness.
- Children and adults know what to do if they observe or are subject to abuse or inappropriate behaviour.
- All staff and volunteers consider the safety of all children, and 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 a disability.

Strategies:

1. Effective leadership

- Clear Vision and Mission and school values.
- Zero tolerance of child abuse.
- Expected standards of staff and volunteer behaviour.
- Regular staff meetings, staff bulletin and newsletter items, update of school website, school displays.
- School Council commitment to a child safe school.
- Policies and Procedures in place and regularly updated.

2. Protecting children from abuse is everybody's business

- Where practical, two staff members should be present during activities with children. In particular, children with a disability may require additional supervision.
- Code of Conduct signed by all staff

3. Instilling a child safety culture

4. Identify and analyse risk of abuse

- Risk management assessment in place.
- All allegations of child abuse and child safety concerns are treated very seriously. This includes complying with all legal requirements, including reporting suspicions of child abuse to police and/or child protection.

5. Child Safety Policy

6. Child Safety Code of Conduct Policy

- All staff are required to sign the 'Benalla P-12 College Child Safe Code of Conduct Commitment'.

7. Choose suitable employees and volunteers

- From the 1st August 2016 all position descriptions for all new positions advertised for Benalla P-12 College will include the standard 'Child Safe Environments' clause as provided in the 'Recruitment in Schools' Guide.
- All new staff are required to sign the 'Benalla P-12 Child Safe Code of Conduct Commitment' upon commencing employment with us.
- All new staff require Working with Children Checks and / or police record and identity checks, interviews, detailed reference checks from previous employers, including from the applicant's most recent line manager.
- School Youth Worker, School Chaplain

8. Support, train, supervise and enhance performance

- As part of every induction program for new staff and volunteers.
- PD for all staff.
- Compulsory annual e module 'Mandatory Reporting' completed by all staff.

9. Promote inclusion

- Cultural safety for Aboriginal children, eg working in partnership with Aboriginal peoples and Aboriginal community controlled organisations.
- Cultural safety for children from culturally and/or linguistically diverse backgrounds eg by using inclusive language and images in policy documents, and communications such as the website and newsletters.
- the safety of children with a disability, eg by ensuring Benalla P-12 is accessible to everyone and ensuring appropriate training and supervision of staff and volunteers working with children with a disability
- the safety of children in Out of Home Care eg by ensuring Benalla P-12 is accessible to everyone and ensuring appropriate training and supervision of staff and volunteers working with children in out of home care and students with trauma backgrounds eg 'Calmer Classrooms'

10. Environment

- OHS representatives on each campus, Maintenance Officer.

11. Empower and promote the participation of children in decision-making

- Provide opportunities for children to express their views on Benalla P-12's child safe policy or code of conduct, and incorporate this feedback to improve policies and practices. Ideas from children could be sought through suggestion boxes, emails or feedback sessions.
- You must listen to children and take them seriously, particularly if they are disclosing abuse or concerns for their safety or the safety of other children.
- Implement child safety program at every year level.

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