



Child Safe Policy Statement

Child Safe Values and Principles

The College's commitment to child safety is based on the following overarching principles that guide the development and regular review of our work systems, practices, policies and procedures to protect children from abuse.

1. All children have the right to be safe.
2. The welfare and best interests of the child are paramount.
3. The views of the child and a child's privacy must be respected.
4. Clear expectations for appropriate behaviour with children are established in our Child - Safety Code of Conduct and Staff and Student Professional Boundaries Policy.
5. The safety of children is dependent upon the existence of a child safe culture.
6. Child safety awareness is promoted and openly discussed within our College community.
7. Procedures are in place to screen all staff, Direct Contact Volunteers, Third Party - Contractors and External Education Providers who have direct contact with children.
8. Child safety and protection is everyone's responsibility.
9. Child protection training is mandatory for all Aitken College Board members, staff and Direct Contact Volunteers.
10. Procedures for responding to alleged or suspected incidents of child abuse are simple and accessible for all members of the College community. For more information and access to resources please visit <https://aitkencollege.cspace.net.au/ReportableConduct>.
11. Children from culturally or linguistically diverse backgrounds have the right to special care and support including those who identify as Aboriginal or Torres Strait Islander.
12. Children who have any kind of disability have the right to special care and support.

**Direct Contact Volunteers are those volunteers who are involved in providing support, guidance and supervision directly to students and could potentially have direct unsupervised contact with students during the normal course of providing the volunteer service.

Child Protection Program

Our Child Protection Program relates to all aspects of protecting children from abuse and establishes work systems, practices, policies and procedures to protect children from abuse. It includes:

- clear information as to what constitutes child abuse and associated key risk indicators;
- clear procedures for responding to and reporting allegations of child abuse;
- strategies to support, encourage and enable staff, Volunteers, Third Party Contractors, External Education Providers, parents and students to understand, identify, discuss and report child protection matters;
- procedures for recruiting and screening Aitken College Board members, staff and Direct Contact Volunteers;
- pastoral care strategies designed to empower students and keep them safe;
- policies with respect to cultural diversity and students with disabilities;
- a child protection training program;
- information regarding the steps to take after a disclosure of abuse to protect, support and assist children;
- guidelines with respect to record keeping and confidentiality;
- policies to ensure compliance with all relevant laws, regulations and standards (including the Victorian Child Safe Standards); and
- a system for continuous review and improvement.

As a part of Aitken College's induction process, all staff and Direct Contact Volunteers are required to complete a selection of training modules on the content of our Child Protection Program.



All staff, Direct Contact Volunteers and Aitken College Board members are provided with additional, ongoing child protection training at least annually.

Staff, Volunteers, Third Party Contractors and External Education Providers are supported and supervised by the College's Child Safety Officers (Deputy Principal and Heads of Schools) to ensure that they are compliant with the College's approach to child protection.

Staff, Third Party Contractors, External Education Providers, Volunteers, students, parents/guardians and other community members who have concerns that a child may be subject to abuse or grooming are asked to contact the College's Senior Child Safety Officer, the Deputy Principal, by phoning 9333 1866 or emailing deputyprincipal@aitkencollege.edu.au.

Communications will be treated confidentially on a "need to know basis".

Whenever there are concerns that a child is in immediate danger the Police should be called on 000.

Related Policy Statements

- Mandatory Reporting
- Staff and Student Professional Boundaries
- Failure to Protect and Failure to Disclose
- Child Safe Policy
- Reportable Conduct
- Grooming

Revision History

Version	Date	Reviewed/Updated by (name)	Position/Title
1	12/04/2018	Kim Forward	Deputy Principal
1.1	08/05/2019	Kim Forward	Deputy Principal
	24/02/2020	College Board	No changes
1.2	08/05/2020	Kim Forward	Deputy Principal
2	02/09/2020	Amy Schembri	Compliance Manager