

Vision

At Tanjil South Primary School, we believe in fostering each child's desire to learn as we develop creative thinkers, strategic problem solvers, collaborative team members and independent, confident learners who are equipped for future success.

Values

Tanjil South Primary School has three values: Be Safe, Be Respectful, Be a Learner. These values are aligned with our commitment to School-Wide Positive Behaviour Support (PBS) and promote health, wellbeing and social inclusion for every member of the School community.

Purpose

The child safe environments policy sets out the school's approach to creating a child safe organisation where children and young people are safe and feel safe; and provides the policy framework for the school's approach to the Child Safe Standards.

Statement of commitment to child safe standards

Tanjil South Primary School is committed to the safety and wellbeing of all children and young people. This commitment will be the primary focus of our decision-making processes, and in the care of our students. Tanjil South Primary School has zero tolerance for child abuse.

Tanjil South Primary School is committed to providing a child safe environment where children and young people *are* safe, *feel* safe, and their voices are heard regarding decisions which affect their lives. Particular attention will be paid to the cultural safety of Aboriginal children and children from culturally and/or linguistically diverse backgrounds, as well as the safety of children with a disability.

Every person involved with Tanjil South Primary School has a responsibility to understand the important and specific role he/she plays individually and collectively to ensure that the wellbeing and safety of all children and young people is at the forefront of all they do and every decision they make.

Rationale

Strong human resources practices promote child safe school environments and reduce the risk of child abuse. Child Safe Standard 4 requires schools to use policies and procedures for recruitment, supervision, training and managing performance which supports a child safe school environment. These must comply with Ministerial Order 870.

Implementation:

Tanjil South Primary School will:

- Ensure that position descriptions for all new positions advertised from 1 October 2018 include the standard 'Child Safe Environments' clause as provided in the 'Recruitment in Schools' Guide;
- Identify the actions the school proposes to take, per Standard 1, to promote and embed the Child Safety Code of Conduct in accordance with Standard 3 and articulate the timeframe for this;
- Determine the timeframes for the School Council to oversee and review Standard 4 as part of the school's Action Plan and School Child Safe Environments policy;
- Adhere to all DET requirements listed in the table below:

Requirement	Departmental action	School action
1. Each job or category of jobs for school staff that involves child connected work must have clear statements regarding the child safety requirements of the role and the expectations of the occupant	<p>The 'Recruitment in Schools' Guide has been updated and requires that position descriptions for all new positions advertised include the following standard 'Child safe environments' clause: "Victorian government schools are child safe environments. Our schools actively promote the safety and wellbeing of all students, and all school staff are committed to protecting students from abuse or harm in the school environment in accordance with their legal obligations including the Child Safe Standards. The school's Child Safety Code of Conduct is available</p> <p>The Principal Class Contract of Employment has been updated to include the text italicised in the below:</p> <p>- Preamble: The aims of the Department include: "...the provision of a child safe environment"</p> <p>- Schedule B – Accountabilities of a principal – Student Support: "Pt 2) Plan, implement and monitor arrangements to ensure the care, safety, security and general well-being of all students in attendance at the school including compliance with the Child Safe Standards " This will apply for future contracts.</p>	<p>Ensure that position descriptions for all new positions include the standard 'Child safe environments' clause as provided in the 'Recruitment in Schools' Guide.</p> <p>For existing staff, the school will promote and embed the Child Safety Code of Conduct in accordance with Standard 3. Note that the Principal Class Contract of Employment has been updated to include reference to the Standards, and all new contracts offered will include the revised wording.</p>
2. All applicants for child connected jobs at the school must be informed about the school's child safety practices (including the code of conduct).	As above	As above

<p>3. In accordance with any applicable legal requirement or school policy, the school must make reasonable efforts to gather, verify and record the following information about a person whom it proposes to engage to perform child connected</p> <p>4. The school need not comply with the requirements in step (3) above if it has already made reasonable efforts to gather, verify and record the information about a particular individual within the previous 12 months</p>	<p>The 'Recruitment in Schools' Guide has been updated to include that, the Principal, prior to an external applicant person commencing employment, must be satisfied that the person: "meets the Child Safe Standards."</p>	<p>Principal implements practices to ensure that they are satisfied an external applicant meets the Child Safe Standards prior to the applicant's employment.</p>
<p>5. The school must ensure that appropriate supervision or support arrangements are in place in relation to induction and continuing suitability for child connected work</p>	<p>Advice on alignment of/ changes to Induction will be developed in 2019. Advice on alignment of/ changes to Performance and Development will be developed in 2019, with changes to be determined for the 2018-19 Performance and Development cycle.</p>	<p>Note that further advice on requirements related to Induction and Performance and Development will be developed in 2019 to ensure schools fully meet this Standard.</p>
<p>6. The school must implement practices that enable the school governing authority to be satisfied that people engaged in child-connected work perform appropriately in relation to child safety</p>	<p>As above.</p>	<p>School Councils to oversee and review Standard 4 as part of the school's Action Plan [Standard 1] and School Child Safe Environments policy [Standard 2]</p>

Resources and References:

Commission for Children and Young People (2015) A Guide For Creating A Child Safe Organisation, Version 2.0.
 Department of Education and Training (2016) Recruitment in Schools
 Department of Education and Training (2016) Suitability for Employment
 Victorian Government, Education & Reform Act 2006, Gazette No. S2, January 2016, Child Safe Standards –
 Managing the Risk of Child Abuse in Schools, Ministerial Order No. 870.
 Victorian Registration and Qualifications Authority (2016) Child Safety Standard 4: Staff Selection Checklist

Author	Robert Tinker	Version number	Version 1
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Approval Authority	Signature _____ DD / MM / YYYY		
Responsible for Review	Principal		
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