



St. Mary's, Inglewood

Learning Today, Wisdom Tomorrow

CHILD SAFE POLICY

Identity Statement

St Mary's Catholic School, Inglewood, is a community of learners, inspiring all to be people of light, in the footsteps of the Presentation Sisters.

Vision Statements

- Model and teach the message of Jesus in our relationships with each other, our God and our world.
- Build and value collaborative partnerships with students, staff and parents, the Parish and wider community.
- Create a positive and stimulating environment in which each person can academically, spiritually, emotionally, physically and socially reach their full potential.
- To foster a love of learning in a safe and respectful environment.

RATIONALE

This policy was written to demonstrate the strong commitment of the whole school community of St. Mary's School, Inglewood leaders, staff, volunteers, students, their families, to child safety and to provide an outline of the policies and procedures developed to keep everyone safe from harm, including all forms of abuse. We aim to create a child safe and child friendly environment where children and adults feel safe and are free to enjoy life to the full without any concern for their safety.

The mental, physical, spiritual and emotional wellbeing of children and young people are essential preconditions for successful learning. These qualities cannot be developed for individuals in isolation from the health and wellbeing of the school community as a whole.

COMMITMENT TO CHILD SAFETY

St. Mary's Primary School is committed to the safety and welfare of all children, within a secure environment.

All children have a right to be treated with respect and to be protected from abuse and harm.

CHILDREN'S RIGHTS TO SAFETY AND PARTICIPATION

The staff and volunteers of St. Mary's School, Inglewood encourage students to express their views. We listen to their suggestions, especially on matters that directly affect them. We actively encourage all students to openly express their views and feel comfortable about giving voice to the things that are important to them.

We teach students about what they can do if they feel unsafe. We listen to and act on any concerns students or their parents or carers, raise with us. We value the role our Grade 5/6 children take, especially in the role of Student Leadership.

VALUING DIVERSITY AND INCLUSION

We value and celebrate diversity, especially cultural diversity, and we do not tolerate discriminatory practices. To achieve this we:

- promote the cultural safety, participation and empowerment of Aboriginal and Torres Strait Islander students and their families
- promote the cultural safety, participation and empowerment from culturally and/or linguistically diverse backgrounds (CALD) and their families
- promote the personal safety, participation and empowerment of students with a disability and make them feel welcome and part of all aspects of school life

RECRUITING STAFF AND VOLUNTEERS

St. Mary's School, Inglewood will apply the most thorough and rigorous standards in the recruitment and screening of staff and volunteers. We interview and conduct referee checks on all staff and volunteers and require police checks and Working With Children Checks (WWCC) for all staff and volunteers. Our commitment to Child Safety and our screening requirements are included in all advertisements for staff and volunteer positions.

[Police check policy](#)

[Working with Children Policy](#)

[Volunteer policy](#)

[Volunteer Check Documentation](#)

[Staff Code of Conduct](#)

SUPPORTING STAFF AND VOLUNTEERS

St. Mary's School, Inglewood provides support and supervision to all staff and volunteers so people feel valued, respected, affirmed in their work and fairly treated. We have a Code of Conduct to provide guidance to our staff and volunteers, all of whom receive training on the requirements of the Code.

[Complaints Handling Procedure](#)

[Enrolment Policy - including Parent Code of Conduct](#)

REPORTING A CHILD SAFETY CONCERN OR COMPLAINT

Our school records any child safety complaints, disclosures or breaches of the Code of Conduct, and store the records in accordance with security and privacy requirements. Our complaints and disclosure processes are outlined and detailed in the following policies and procedures.

- *Child Safe - Mandatory Reporting*
- *Complaints & Handling Procedure*
- *Child Safety - Failure to Disclosure*
- *Child Safety - Failure to Protect*

The current principal is appointed as Child Safety Officer with specific responsibility for responding to any complaints made by staff, volunteers, parents or students in relation to Child Safety.

RISK MANAGEMENT

Risk management is an approach that minimises the potential for child abuse or harm to occur. Our Risk Management Plan outlines and details all aspects of risk across our whole school environment (on site and off site school activities) with specific activity risk assessments. In addition to our general Occupational Health and Safety (OH&S) risks, we proactively manage risks of abuse and harm to our students.

[Risk Management Policies and Procedures](#)
[Occupational Health and Safety Policy](#)

POLICY REVIEW

This policy is reviewed every three years and we undertake to seek feedback from students, parents, carers, staff and volunteers.

Reviewed: May 2019
Ratified: June 2019
Due for Review: May 2022