



CHILD SAFE STANDARDS POLICY

The Victorian Government has introduced Child Safe Standards for organisations that work with children. The introduction of these standards forms part of the Government's response to the recommendations of the Betrayal of Trust Report, that found that more must be done to prevent and respond to child abuse in organisations. Ministerial Order 870 for Managing the Risk of Child Abuse sets out specific actions that a school needs to take to meet child safe standards.

A child is a student under 18 years of age.

Guidelines:

The Child Safe Standards aim to:

- create a culture where protecting children from abuse is part of everyday thinking and practice in organisations.
- Strengthen existing approaches to preventing and responding to child abuse and provide consistency in how these issues are managed.

The 7 Child Safe Standards

To create and maintain a child safe organisation, the organisation must have:

1. Strategies to embed an organizational culture of child safety, including through effective leadership arrangements.
2. A child safe policy or statement of commitment to child safety.
3. A code of conduct that establishes clear expectations for appropriate behaviour with children.
4. Screening, supervision, training and other human resource practices that reduce the risk of child abuse by new and existing personnel.
5. Processes for responding to and reporting suspected child abuse.
6. Strategies to identify and reduce or remove the risks of child abuse.
7. Strategies to promote the participation and empowerment of children.

The following principles must also be embedded within each standard:

- promoting the safety of children with a disability
- promoting the cultural safety of children from culturally and/or linguistically diverse backgrounds.
- Promoting the safety of Aboriginal children



FCS has a commitment to upholding Child Safe Standards and does so through the provision, adherence, monitoring and management of its policies and procedures in regards to child safety and welfare.

Code of Conduct

FCS is committed to the safety and wellbeing of children and young people. Our school community recognises the importance of, and a responsibility for, ensuring our school is a safe, supportive and enriching environment which respects and fosters the dignity and self-esteem of children and young people, and enables them to thrive in their learning and development.

This Code of Conduct aims to protect children and reduce any opportunities for child abuse or harm to occur. It also assists in understanding how to avoid or better manage risky behaviours and situations. It is intended to complement child protection legislation, Department policy, school policies and procedures and professional standards, codes or ethics as these apply to staff and other personnel.

The Principal and school leaders of FCS will support implementation and monitoring of the Code of Conduct, and will plan, implement and monitor arrangements to provide an inclusive, safe and orderly school and learning environment. The Principal and school leaders of FCS will also provide information and support to enable the Code of Conduct to operate effectively.

All staff, contractors, volunteers and any other member of the school community involved in child-related work are required to comply with the Code of Conduct by observing expectations for appropriate behaviour below. The Code of Conduct applies in all school situations, including school excursions and in the use of digital technology and social media.

Acceptable behaviours

As staff, volunteers, contractors, and any other member of the school community involved in child-related work individually, we are responsible for supporting and promoting the safety of children by:

- upholding the school's commitment to child safety at all times.
- treating students and families in the school community with respect, both within the school environment and outside the school environment as part of normal social and community activities.



- listening and responding to the views and concerns of students, particularly if they are telling you that they or another child has been abused or that they are worried about their safety/the safety of another child
- promoting the cultural safety, participation and empowerment of Aboriginal and Torres Strait Islander students.
- promoting the cultural safety, participation and empowerment of students with culturally and/or linguistically diverse backgrounds.
- promoting the safety, participation and empowerment of students with a disability.
- reporting any allegations of child abuse or other child safety concerns to the school's leadership.
- understanding and complying with all reporting or disclosure obligations (including mandatory reporting) as they relate to protecting children from harm or abuse.
- if child abuse is suspected, ensuring as quickly as possible that the student(s) are safe and protected from harm.

Unacceptable behaviours

As staff, volunteers, contractors, and any other member of the school community involved in child-related work we must not:

- ignore or disregard any concerns, suspicions or disclosures of child abuse.
- develop a relationship with any student that could be seen as favouritism or amount to 'grooming' behaviour (for example, offering gifts)
- exhibit behaviours or engage in activities with students which may be interpreted as abusive and not justified by the educational, therapeutic, or service delivery context.
- ignore behaviours by other adults towards students when they appear to be overly familiar or inappropriate.
- discuss content of an intimate nature or use sexual innuendo with students, except where it occurs relevantly in the context of parental guidance, delivering the education curriculum or a therapeutic setting.
- treat a child unfavourably because of their disability, age, gender, race, culture, vulnerability, sexuality or ethnicity.
- communicate directly with a student through personal or private contact channels (including by social media, email, instant messaging, texting etc) except where that communication is reasonable in all the circumstances, related to school work or extra-curricular activities or where there is a safety concern or other urgent matter.



- photograph or video a child in a school environment except in accordance with school policy or where required for duty of care purposes
- in the school environment or at other school events where students are present, consume alcohol contrary to school policy or take illicit drugs under any circumstances

Staff Requirements

- All staff are to undertake the On-Line Course – Mandatory Reporting. The course is to be repeated prior to the commencement of each new school year.

Policy Endorsement

This Policy has been endorsed by the FCS Governing Body.

Date: June 2020

Review Date: June 2021

Review Cycle. Every 12 months.

Exceptions: This Policy may be reviewed earlier than the date stated subject to circumstance.