

Child Safe Policy

Introduction

The McDonald College is Australia's only independent, Kindergarten to Year 12 day and boarding school integrating excellence in academic studies, performing arts, and elite tennis. Established in 1984, we seek to empower students to follow their passion for performance (performing arts and sport) together with a rigorous academic education to the highest level.

Purpose and Objectives

The Child Safe Policy demonstrates the College's strong commitment to creating and maintaining a child safe and child friendly environment, and to complying with the NSW Child Safe Standards and non-government school registration requirements relevant to child safety and child protection. It summarises the policies and practices that we have developed to keep our students safe, including from abuse and other harm.

The Child Safe Policy outlines the key elements of our approach to being a child safe organisation and to:

- implementing the NSW Child Safe Standards
- complying with all laws, regulations and standards relevant to child safety and child protection in NSW.

It informs the College community about everyone's obligations to act safely and appropriately towards students and guides the policies, processes and practices for the safety, wellbeing and protection of students across all areas of our work.

Statement of Commitment to Child Safety

All children and young people who come to The McDonald College have a right to feel and be safe. We are committed to providing a child safe and child friendly environment, where children and young people are safe and feel safe, and are able to actively participate in decisions that affect their lives.

We have a zero tolerance for child abuse and other harm and are committed to acting in students' best interests and keeping them safe from harm.

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The College regards its child safe responsibilities with the utmost importance and is committed to providing the necessary resources to ensure compliance with all relevant child protection laws and regulations and maintaining a child safe culture.

Each member of the College community has a responsibility to understand the important and specific role they play individually, and collectively, to ensure that the wellbeing and safety of all students is at the forefront of all that they do, and every decision they make.

Each member of the College community must never use the College's networks to view, upload, download or circulate any of the following materials:

- sexually related or pornographic messages or material
- violent or hate-related messages or material
- racist or other offensive messages aimed at a particular group or individual
- malicious, libellous or slanderous messages or material
- subversive or other messages or material related to illegal activities.

The child's right to privacy is respected and supported based on honest and open communication. Fostering trust and respecting boundaries will nurture confident young adults.

The College's Statement of Commitment to Child Safety has been designed to reflect the National Principles for Child Safe Organisations.

Child Safe Standards

The College's commitment to child safety is based on the NSW Child Safe Standards, which set out the following overarching standards that guide the development and regular review of our work systems, practices, policies and procedures to protect students from abuse and other harm.

The NSW Child Safe Standards

The NSW Child Safe Standards are based on the National Principles for Child Safe Organisations, developed by the Australian Human Rights Commission.

They have been designed to:

- help drive cultural change in organisations
- be principle-based and outcome-focused
- be flexible enough that they can be adapted by organisations of varying sizes and characteristics
- avoid placing undue burden on organisations
- help organisations address multiple risks
- balance caution and caring
- be a benchmark against which organisations can assess their child safe capability and set performance targets
- be of equal importance and interrelated.

In NSW, all organisations that fall under the Reportable Conduct Scheme (including the College), as well as some additional child-related organisations, must comply with the NSW Child Safe Standards.

They are:



Office of the Children's Guardian, The Child Safe Standards, [ONLINE] Available at:
<https://ocg.nsw.gov.au/>

The Office of the Children's Guardian monitors and enforces compliance with the NSW Child Safe Standards.

Scope

The Child Safe Policy applies to all adults in the College community, including Staff, Volunteers, Contractors, and Visitors.

This Policy and its Procedures apply in all College and Boarding House environments, including physical and online environments, and on-site and off-site College grounds (e.g. camps and excursions, and interstate and overseas travel).

Responsibilities

Child safety is everyone's responsibility. All adults in the College community have a shared responsibility for contributing to the safety and protection of students.

Of particular importance to this Policy is the role of Child Safe Champion. Additional roles and responsibilities are summarised in the Procedures subsection at the end of this Policy.

The College's and the Boarding House's Child Safe Champion/s

The College has nominated one or more senior staff members as the College's and the Boarding House's Child Safe Champions. They receive additional specialised training about child safety and protection issues.

They are a point of contact for raising child safety concerns within the College. They are also responsible for championing child safety within the College and assisting in coordinating responses to child safety incidents.

They ensure that the College responds appropriately to students involved in child safety incidents and concerns, and provide assistance and advice to other members of the College community who receive or make a disclosure of abuse or other harm of a child or young person.

Our Child Safe Champion/s are:

- Principal
- Deputy Principal and Head of Secondary School
- Director of Junior School
- Deputy Principal Performing Arts Director of Curriculum
- Head of Boarding

The Child Safe Champion and Head of Boarding

The College's Child Safe Champions are Maxine Kohler, Principal and Greg Friend, Head of Boarding. Contacted by phone on 0297520500 or by emailing principal@mcdonald.nsw.edu.au and the Head of Boarding can be contacted by phone on 9752 0631 or by emailing greg.friend@mcdonald.nsw.edu.au.

The Child Safe Champions have additional child safe responsibilities, such as being a first point of contact for all child safety concerns or queries for the wider community and coordinating the College's response to child safety incidents in consultation with the Executive Team and The College Council.

Policy Statement

Child Safe Codes of Conduct

The College's Child Safe Code of Conduct sets boundaries and expectations for appropriate behaviours between adults associated with the College and students, including in physical and online environments.

We also have a Student Code of Conduct, which includes child safe standards of behaviour for students.

Together, we refer to these as the Child Safe Codes of Conduct.

The Child Safe Codes of Conduct include clear processes to report inappropriate behaviour. We publish the Child Safe Codes of Conduct on our public website so that everyone can easily find out what behaviours are acceptable and unacceptable at our College and how to report inappropriate behaviour.

We also provide additional information to students and families about the Child Safe Codes of Conduct, to ensure that they know what behaviours are acceptable and unacceptable and how to report inappropriate behaviour.

Children and Young People's Rights to Safety, Information and Participation

The McDonald College is a child safe and child-centred organisation. We ensure that our physical and online environment is friendly and welcoming to all children and young people.

We actively seek to include students in decisions that affect them. This includes decisions about organisational planning, delivery of services, management of facilities, and learning and assessment environments.

We ensure that students know about their rights to safety, information and participation. We recognise the importance of friendships and support from peers. We actively seek to understand what makes students feel safe in our organisation and regularly communicate with students about what they can do if they feel unsafe.

Parents/Carers, Families and Community Involvement at the College

The College recognises that parents and carers have the primary responsibility for the upbringing and development of their children. We ensure that they participate in decisions affecting their children.

In addition, we:

- ensure that families and relevant communities know about the College's operations and policies, including this Child Safe Policy and the Child Safe Codes of Conduct, record keeping practices, risk management, and complaints and investigation processes ("relevant communities" means the variety of communities that are relevant to the College, such as Aboriginal and Torres Strait Islander communities, culturally and linguistically diverse communities, and other communities that make up our Staff and student cohorts)
- actively seek to include families and relevant communities in decisions about organisational planning, delivery of services, management of facilities, and learning and assessment environments
- build cultural safety at the College through partnerships with relevant communities.

Cultural Safety and Valuing Diversity in the College Community

The College values diversity and does not tolerate any discriminatory practices. To achieve this, we:

- support the cultural safety, participation and empowerment of Aboriginal and Torres Strait Islander students and their families
- support the cultural safety, participation and empowerment of students from culturally and linguistically diverse backgrounds and their families
- support students with disability and their families and act to promote their participation
- support other vulnerable students and their families and act to promote their participation
- seek to recruit a workforce that reflects a diversity of cultures, abilities and identities
- ensure that all Staff and relevant Volunteers and Contractors have training about Aboriginal and Torres Strait Islander cultures, disability, culturally and linguistically diverse backgrounds, and those with particular experiences or needs

- have a physical environment that actively celebrates diverse cultures and recognises cultural difference
- commit to ensuring that our facilities promoting the inclusion of students of differing abilities.

We also recognise that some children and young people face additional vulnerabilities to abuse and other harm, as well as additional barriers to disclosing child safety incidents or concerns. We:

- provide guidance to Staff, and relevant Volunteers and Contractors, about identifying additional vulnerabilities/barriers; and
- implement strategies for supporting students who face additional vulnerabilities/barriers to participate in the College community and for enabling them to disclose child safety incidents or concerns to the College.

Child Safe Human Resources Management

Recruitment and Screening

The College applies best practice standards to engage the most suitable and appropriate people to work with our students. Our practices include:

- making our commitment to child safety clear in recruitment advertising and documentation
- requiring relevant Staff, Volunteers and Contractors to maintain a valid Working with Children Check (WWCC) Clearance
- using additional selection, background checking and screening processes that take into account child safe considerations.

Training On and Information About the Child Safe Program

As a part of The McDonald College's induction process, all Staff, as well as relevant Volunteers and Contractors, must complete our child safe induction program, which includes information about our child safe policies, practices and procedures.

All Staff, as well as relevant Volunteers and Contractors, also receive refresher and ongoing child safe training at least annually.

Our child safe induction and ongoing training programs include information about:

- this Child Safe Policy
- the Child Safe Codes of Conduct
- recognising abuse and other harm and identifying key indicators, including harm caused by other children and young people
- our policies and procedures for responding to and reporting (both internally and to external authorities) all child safety incidents and concerns, including mandatory reporting obligations
- our policies and procedures for information sharing and record keeping about child safety incidents and concerns
- WWCCs and other child safe human resources practices
- building culturally safe environments for students.

The College provides all Visitors to the College, including Casual Volunteers and Contractors, with information about the Child Safe Code of Conduct and how to report child safety incidents or concerns to the College and to relevant external authorities.

Ongoing Supervision, Management and Support

The College's Child Safe Champions, the College Executive Team and members of the WHS Committee provide supervision and support to all Staff, Direct Contact/Regular Volunteers, and Direct Contact Contractors to ensure that they comply with the College's approach to child safety.

Our child safe supervision and support program includes:

- probationary periods for new staff members, where these are permitted by law or under our Enterprise Agreement
- appointing a supervising staff member to relevant Volunteers and Contractors
- professional development programs for Staff that include child safe education.

Complaints and Reporting Processes: The College's Response to Child Safety Incidents or Concerns

The McDonald College fosters a culture that encourages everyone in the College community to raise concerns and complaints about child safety. We have:

- clear pathways for raising child safe-related complaints and concerns, set out in the Procedures below; and
- clear procedures that all Staff, Volunteers and Contractors must follow whenever they witness, suspect or receive a complaint about a child safety incident or concern involving a student, staff member, Volunteer, Contractor or the College, set out in the Reporting Obligations and Complaints Management (Child Safe) Policy and Procedures.

These pathways and processes are summarised for students, parents/carers and other members of the College community in the Complaints Handling Policy, Procedures for Handling Allegations of Staff Misconduct and Reportable Conduct (Summary) and Procedures for Managing Child Safety Incidents or Concerns Involving the College or its Staff Members (Summary), which are available on our public website.

The College will take appropriate, prompt action in response to all child safety incidents or concerns, including all complaints, allegations or disclosures of abuse or other harm, when Staff, Volunteers, Contractors, students, parents/carers or anyone else reports these to the College.

The safety and wellbeing of the student/s involved in the matter will be the paramount consideration when responding to child safety incidents and concerns. The College follows the National Office of Child Safety's Complaint Handling Guide: Upholding the rights of children and young people when investigating and responding to child safety incidents and concerns.

The College's response will include:

- reporting all matters that meet the required relevant thresholds externally to the Department of Communities and Justice (DCJ), the Police, the Office of the Children's Guardian and/or NESAC, depending on the issues raised
- fully cooperating with any resulting investigation by an external agency
- protecting any student connected to the child safety incident or concern until it is resolved and providing ongoing support to those affected

- taking particular measures in response to child safety incidents or concerns about an Aboriginal or Torres Strait Islander student, a student from a culturally and linguistically diverse background, a student with disability, and other vulnerable students
- sharing information with, or requesting information from, external people or agencies as permitted or required by law
- securing and retaining records of the child safety incident or concern and the College's response to it
- taking broader actions to improve child safety at the College (including systemic reviews and resulting improvements).

Child Safe Risk Management

The McDonald College recognises the importance of a risk management approach to child safety and to minimising the risk of harm to children and young people in all College environments, without compromising their rights to privacy, access to information, social connections and learning opportunities.

We have a comprehensive Risk Management Program to assist in the identification, assessment and management of child safety risks in all College environments.

We identify, assess and manage child safe risks in all College and Boarding House environments, based on a range of factors including the nature of our College's and Boarding House's activities, their physical and online environments and the characteristics of our student and boarding student cohorts.

We use this information to inform our policies, procedures and activity planning.

Child Safe Privacy, Information Sharing and Record Keeping

The College collects, uses and discloses information about students and their families in accordance with NSW privacy laws and other relevant laws, including laws that permit the College to disclose information about child safety to external people and agencies. For information about how the College collects, uses and discloses this information, refer to the Privacy Policy.

In particular, the College is committed to best practice record keeping about child safety incidents and concerns.

The College records all internal and external reports of child safety incidents and concerns, as well as any other responses by the College.

When keeping records of child safety incidents or concerns, the College maintains confidentiality and privacy for students and families in accordance with federal and state privacy legislation.

Child Safe Program and Practice Review

The McDonald College is committed to the continuous improvement of our child safe policies, procedures and practices. We review our Child Safe Program (explained in the Procedures below) as a whole annually (or earlier if a significant child safety incident occurs at the College or legislation

changes) for overall effectiveness and to ensure compliance with all child protection and child safety related laws, regulations and standards.

When undertaking these reviews, the College:

- actively seeks, actions and incorporates feedback from students, families, the wider College community, Staff, Volunteers and Contractors
- analyses complaints, concerns and child safety incidents that may have occurred
- communicates any learnings, adjustments or amendments to policy and practice widely throughout the College community.

Procedures

Reporting Child Safety Incidents or Concerns to the College

If you are concerned that a child, young person or student aged 18 or over is in immediate danger, call the Police on 000.

Any person, including all Staff, Volunteers, Contractors, parents/carers and students, can at any time contact DCJ if they have reasonable grounds to suspect that a child or young person(aged under 18), or a class of children or young persons, is at risk of significant harm (Non-Mandatory Reports).

You can make a Non-Mandatory Report by calling the Child Protection Helpline on 132 111 or 1800 212 936 (24 hours a day, seven days a week).

Staff, Volunteers and Contractors

All Staff, Volunteers and Contractors must follow the Reporting Obligations and Complaints Management (Child Safe) Policy and Procedures. In particular, they must report all child safety incidents or concerns internally to a Child Safe Champion or the Principal.

If the child safety incident or concern involves the Principal, internal reports should instead be made to the Chair of the College Council by emailing chairofcouncil@mcdonald.nsw.edu.au.

Students, Parents/Carers and Community Members

Students at the College and boarding students at the Boarding House who have child safety concerns about themselves, or about any other child, young person or student aged 18 or over, can:

- disclose the child safety incident or concern to a College Child Safe Champion
- disclose the child safety incident or concern to any other staff member, Volunteer or Contractor.

This might be done:

- verbally
- in writing
- through electronic means (such as email)
- indirectly (such as in written assignments, in artworks or in any other way)
- disclose anonymously, using the College's Student Voice Mailbox, which is located in Communications House, ground floor, above the Junior School photocopier and in the Boarding House.

- contact
 - Kids helpline: 1800 55 1800
 - Lifeline: 13 11 14
 - Mental Health Access Line: 1800 011 511

Parents/carers, family members and other community members who have child safety concerns or who suspect that a child or young person associated with the College may be subject to abuse or other harm can contact:

- the Principal, who is the College's Child Safe Champion, by phoning 0297520500 or emailing principal@mcdonald.nsw.edu.au
- the Boarding House's Head of Boarding by emailing boarding@mcdonald.nsw.edu.au
- if the concern relates to the Principal, the Chair of the College Council by emailing chairofcouncil@mcdonald.nsw.edu.au.

Any person can also contact the Principal, the Head of Boarding or the Chair of the College Council if they have concerns regarding the College's or the Boarding House's leadership in relation to child safety.

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

Responding to and External Reporting of Child Safety Incidents or Concerns

The Reporting Obligations and Complaints Management (Child Safe) Policy and Procedures sets out the procedures that the College will follow when notified of any child safety incident or concern involving the College or a student, staff member, Volunteer, Contractor, Visitor or any other person connected to the College or the College environment.

It also provides guidance for all Staff, Volunteers and Contractors on their obligations to respond to child safety incidents and concerns and to report them to relevant external authorities. These obligations include:

- their duty to protect students
- mandatory reporting to DCJ
- mandatory reporting to the Police of child abuse offences
- reporting to DCJ or the Police in other situations where a student has been or is being harmed
- reporting Reportable Conduct to the Office of the Children's Guardian
- reporting teacher misconduct to NESAC.

Support for Students, Families and Staff Following Child Safety Incident or Disclosure

Child safety incidents or concerns can cause trauma and significantly impact on the mental health and wellbeing of children, young people, and students aged 18 or over, as well as on their families. In addition to reporting and referral to the relevant authorities, the College plays a central role in addressing this trauma and has a duty of care to ensure that students feel safe and supported at the College.

The College employs a range of measures to support students affected by a child safety incident or concern, depending on the particular circumstances of the matter and of the student and their family:

- Child Safe Champions may work with the student and their family to develop a student Support Plan
- support strategies that could be considered for students and/or their families might include offering or organising referrals to internal or external support, such as a College Psychologist, bi-cultural workers and/or translators, or an external support agency and/or child advocacy organisation that specialises in supporting children and young people impacted by abuse or other harm.

The College offers similar support to former students who disclose historical child safety incidents or concerns from their time at the College.

Witnessing a child safety incident or receiving a disclosure of abuse or other harm can be a distressing experience for Staff, Volunteers and Contractors involved. The College assists impacted Staff, Volunteers and Contractors to access necessary support.ch

Embedding a Culture of Child Safety: Our Child Safe Program

We call the full collection of the College's child safe policies and procedures the "Child Safe Program". It is itself one of the strategies employed by The McDonald College to embed a culture of child safety at the College.

The Child Safe Program relates to all aspects of child safety and protecting children, young people and students aged 18 or over from abuse or other harm. It establishes work systems, practices, policies and procedures to create and maintain a child safe environment and culture at the College. It includes:

- Child Safe Codes of Conduct
- clear information about what is abuse and other harm and associated key indicators of abuse or other harm
- clear procedures for responding to and reporting child safety incidents or concerns internally, and for responding to incidents or allegations of abuse or other harm
- strategies to support, encourage and enable Staff, Volunteers, Contractors, parents/carers and students to understand, identify, discuss and report child safety matters
- procedures for recruiting and screening members of the Executive Team, Staff, Volunteers and Contractors
- procedures for reporting to external agencies, including Mandatory and Non-Mandatory Reporting to DCJ, reporting Reportable Conduct to the Office of the Children's Guardian, and Reporting to Police
- pastoral care strategies designed to empower students and keep them safe
- strategies to support and encourage the participation and inclusion of Aboriginal and Torres Strait Islander students, students from culturally and linguistically diverse backgrounds, students with disability and other vulnerable students
- child safe training
- information regarding the steps to take after a disclosure of abuse or other harm to protect, support and assist children, young people and students aged 18 or over
- guidelines with respect to record keeping and confidentiality

- policies to ensure compliance with all relevant laws, regulations and standards (including the NSW Child Safe Standards)
- a system for continuous review and improvement.

Additional Child Safe Responsibilities at the College

The College Council and The McDonald College Limited

The College Council

The College Council is the College's governing body. It:

- approves and reviews the College's child safe policies and procedures required for registration as a non-government school and for compliance with the NSW Child Safe Standards
- ensures that the College has and implements processes to comply with its child safety legal and regulatory obligations; and
- ensures that the College has appropriate resources to effectively implement the NSW Child Safe Standards and the Child Safe Program.

The College Council's Child Safe Champion

One member of the College Council is appointed or identified as a Child Safe Champion. They are responsible for ensuring that the College Council prioritises, models and champions a child safe culture at the College. They drive the College Council's child safe responsibilities by ensuring that the College Council meets those responsibilities.

The College Council's Child Safe Champion is Chair of College Council

The McDonald College Limited

The McDonald College Limited is the proprietor of the College and is responsible for implementing the governance arrangements set out for the College by The College Council, including child safe governance arrangements.

The Principal

The Principal is responsible, and will be accountable for, the operational management of the College. They are responsible for taking all practical measures to ensure that:

- the Child Safe Policy, and the other policies and procedures in the College's Child Safe Program, are implemented effectively; and
- a strong and sustainable child safe culture is maintained within the College

They are also the "head" of the College for the purposes of the Reportable Conduct Scheme and the NSW Child Safe Standards (because they are the "head of a relevant entity" under the Children's Guardian Act 2019 (NSW)).

The Head of Boarding

The Head of Boarding is responsible, and will be accountable for, the operational management of the Boarding House. They are responsible for taking all practical measures to ensure that this Child Safe Policy and the College's Child Safe Program is implemented effectively at the Boarding House and that a strong and sustainable child safe culture is maintained within the Boarding House.

The Executive Team

Each member of the College Executive Team is responsible for ensuring that appropriate resources are made available in their area of operations to allow the College's Child Safe Program to be effectively implemented within the College, and for supporting the Principal in the practical application of the College's child safe strategies, policies, procedures and work systems.

Staff

All Staff must:

- comply with the Child Safe Policy, the Child Safe Codes of Conduct and the Reporting Obligations and Complaints Management (Child Safe) Policy and Procedures
- be familiar with the other Policies and Procedures in the Child Safe Program; and
- understand their legal obligations with respect to the reporting of abuse and other harm, and Working with Children Checks.

All Staff must be aware of key indicators of abuse and other harm, be observant, and report all child safety incidents and concerns internally to the College and to the appropriate external authorities.

To meet these obligations, all Staff must:

- participate in child safe induction and ongoing training provided by the College
- follow the Policies and Procedures in the Child Safe Program
- act in accordance with the Child Safe Codes of Conduct
- identify, respond to and report child safety incidents and concerns in accordance with the Reporting Obligations and Complaints Management (Child Safe) Policy and Procedures
- ensure that students' views are taken seriously and their voices are heard when making decisions that affect them
- implement inclusive practices that respond to the diverse needs of students
- comply with all relevant child safe human resources policies and procedures.

Volunteers and Contractors

All Volunteers and all Contractors at the College are responsible for contributing to the safety and protection of students in the College environment.

To meet these obligations:

- all Volunteers and Contractors must:
 - comply with the Child Safe Policy and the Child Safe Codes of Conduct
 - understand their legal obligations with respect to reporting abuse and other harm
 - raise all child safety concerns with a Child Safe Champion
 - comply with all relevant child safe human resources policies and procedures

- certain Volunteers and Contractors (those who are so required by the College) must:
 - either participate in child safe induction and ongoing training provided by the College or receive and acknowledge information about the Child Safe Policy and the Child Safe Code of Conduct
 - identify and respond to child safety incidents and concerns in accordance with the Reporting Obligations and Complaints Management (Child Safe) Policy and Procedures.

For Contractors, the College may include these requirements in the written agreement between it and the Contractor.

WWCC Responsibilities

The Performing Arts Administrator and Accountant or Administration Assistant are responsible for verifying WWCC clearances for relevant Staff, Volunteers and Contractors when they first commence their role at the College, for monitoring the WWCC status of relevant Staff, Volunteers and Contractors and for all subsequent verifications.

The Accountant or Administration Assistant monitors and verifies the Principal's WWCC status. The Performing Arts Administrator is responsible for maintaining the College's WWCC records.

Implementation

The Child Safe Policy is published on our public website.

It is published on the College community through Staff Portal - Ideagen, TASS - Staff Kiosk and/or hard copy in Staff common rooms.

The College provides all students with a child-friendly version of the Child Safe Policy and the Statement of Commitment to Child Safety, found TASS - Student Cafe, and also communicates these to students through the College diary and Student Cafe, website and curriculum.

Breach

The McDonald College enforces the Child Safe Policy and the Child Safe Codes of Conduct. In the event of any non-compliance, we will instigate a review that may result in a range of measures including (depending on the severity of the breach):

- remedial education
- counselling
- increased supervision
- the restriction of duties
- suspension
- in the case of serious breaches, termination of employment, contract or engagement.

Definitions

Definitions of particular terms used in the Child Safe Policy can be found in Child Safe Program Definitions.

Source of Obligation

- Children's Guardian Act 2019 (NSW), section 8D
- NSW Child Safe Standards

Related Policies and Procedures

- Codes of Conduct (Child Safe) Policies and Procedures
- Reporting Obligations and Complaints Management (Child Safe) Policy and Procedures
- Reportable Conduct Policies and Procedures
- Working with Children Checks Policy and Procedures
- Risk Management (Child Safe) Policy and Procedures
- Compliance, Review and Improvement (Child Safe) Policies and Procedures

Related Documents

- Child Safe Program - Student Version
- Complaints or Concerns Student version
- Staff Professional Responsibilities - Casual and Peripatetic

References

- Office of the Children's Guardian, Guide to the Child Safe Standards
- National Office of Child Safety, Complaint Handling Guide: Upholding the rights of children and young people

Policy Administration

The College Council reviews the Child Safe Policy annually or earlier if required, such as due to changes in legislation.