Policy Intention / Rationale
This policy demonstrates a strong commitment of the whole school community of Borinya Wangaratta Community Partnership, leaders, staff, volunteers, students and their families to child safety. It provides an outline of the policies and procedures developed to keep everyone safe from harm, including all forms of abuse.

Vision
Borinya supports Wangaratta in its responsibility to all young people. OUR purpose at Borinya is to enact that obligation to those in our care through genuine respect, personalized learning and meaningful pathways with the context of a community.

Mission
Our mission at Borinya is to provide an opportunity for young people to participate in a learning community where human dignity is valued and respected.

Borinya provides a child-safe environment where we:

- Work together in partnership for improved student outcomes;
- Build personal capacity to access meaningful learning pathways; and,
- Provide opportunities for young people to achieve, be celebrated and feel proud

1. Commitment to Child Safety
All students enrolled, and any child visiting, have a right to feel safe and be safe. The wellbeing of children in our care will always be our first priority and we have zero tolerance to child abuse. We aim to create a child safe and child friendly environment where children feel safe and are free to enjoy life to the full without any concern for their safety.

2. Definition of Terms
child-connected work work authorised by the school governing authority and performed by an adult in a school environment while
school environment

any physical or virtual place made available for use by a child during or outside school hours, including:

- a campus of the school;
- online school environments (including email & intranet)
- other locations provided by the school (including locations used for school camps, sporting events, excursions, community service, competitions, & other events)

school staff

in a non Government school, an individual working in a school environment who is:

- directly engaged or employed by a school governing authority
- a volunteer or a contracted service provider (whether or not a body corporate or any other person is an intermediary), or a minister of religion

Child

a child enrolled as a student at the school

Child abuse

includes –

(a) any act committed against a child involving –

   (i) a sexual act; or
   (ii) an offence under section 49B(2) of the Crimes Act 1958 (grooming); and

(b) the infliction, on a child, of –

   (i) physical violence; or
   (ii) serious emotional or psychological harm; and

(c) serious neglect of a child

Child safety

encompasses matters related to protecting all children from child abuse, managing the risk of child abuse, providing support to a child at risk of child abuse, and responding to incidents or allegations of child abuse.

School Governing Authority

- The proprietor of the school (the Canonical Administrator – the Parish Priest), including a person authorized to act for or on behalf of the proprietor or
- The governing body for a school (Stewardship Council) as authorized by the proprietor of the school, or
- The Principal, as authorized by the proprietor or the school governing body.

3. The Child Safe Standards For Schools (Based on Ministerial Order 870)

1. Strategies to embed an organisational 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 resources 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 risks of child abuse
7. Strategies to promote the participation and empowerment of children.

4. **Children’s Rights To Safety and Participation**
The staff and volunteers of Borinya, Wangaratta Community Partnership 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. (See Borinya Student Leadership Framework for strategies to promote the participation and empowerment of young people Child Safe Standard No. 7)

5. **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 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

6. **Recruiting Staff and Volunteers**
Borinya Wangaratta Community Partnership 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.

7. **Supporting Staff and Volunteers**
Borinya Wangaratta Community Partnership 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.

8. **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 below policies and procedures
The Principal and Wellbeing Officer have been appointed as Child Safety Officers with specific responsibility for responding to any complaints made by staff, volunteers, parents or students in relation to Child Safety.

9. **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 Work, Health and Safety risks, we proactively manage risks of abuse and harm to our students.

10. **Related Policies**
- Care, Safety and Wellbeing Policy
- Occupational Health and Safety Policy
- Social & Emotional Learning and Behaviour Education Policy
- Privacy Policy
- Student Supervision Policy
- Complaints Handling Policy
- Mandatory Reporting Policy
- Child Protection – Failure To Disclose Policy
- Child Protection – Failure To Protect Policy
- Child Protection – Grooming Policy
- Working With Children Checks Policy

**Related Documents**
- Safeguarding Children Code of Conduct
- Occupational Health and Safety Procedure
- Privacy Processes
- Student Supervision Processes
- Complaints Handling Processes
- Social & Emotional Learning and Behaviour Education Framework & Procedures
- Human Resources Procedures
- Mandatory Reporting Procedures
- Risk Management

**Related Legislation, Ministerial Orders**
The Victorian Government Recommendations to the Family and Community Development Committee of the Victorian Parliament’s Inquiry Into The Handling of Child Abuse by Religious and Other Non-government Organisations (Betrayal of Trust Inquiry) –
• Civil and Criminal Law Reform
• Child Safe Standards
• Managing The Risk of Child Abuse In Schools Ministerial Order No. 870
Education and Training Reform Act 2006
Family, Youth & Children’s Act 2005
Working With Children Act 2005

Policy Authorisation:
This policy has been ratified by the Borinya Board of Management on July 29, 2016.

Review of this Policy:
This policy will be reviewed every three years.

Review Date: July 2019