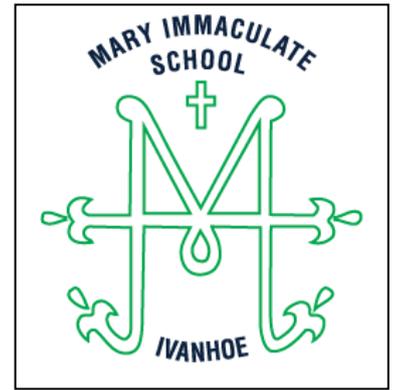


**MARY IMMACULATE PRIMARY SCHOOL
IVANHOE**



Child Safety Policy

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1. Introduction

At Mary Immaculate School, we hold the care, safety and wellbeing of children and young people as a central and fundamental responsibility of our school. Our commitment is drawn from and inherent in the teaching and mission of Jesus Christ, with love, justice and the sanctity of each human person at the heart of the gospel ([Catholic Education Melbourne - Child Safety](#)).

The person of each individual human being, in his or her material and spiritual needs, is at the heart of Christ's teaching: that is why the promotion of the human person is the goal of the Catholic school (Congregation for Catholic Education 1997, n. 9).

2. Purpose of the Policy

The purpose of this Policy is to demonstrate the strong commitment of Mary Immaculate School to the care, safety and wellbeing of our students at our school. The School understands that it owes a duty of care to take reasonable precautions to prevent the abuse of a child by an individual associated with the organisation while the child is under the care, supervision or authority of the organisation. The Policy provides an outline of the policies, procedures and strategies developed to keep our students safe from harm, including all forms of abuse in our school environment, on campus, online and in other locations provided by the school.

This Policy takes into account relevant legislative requirements within the state of Victoria, including the specific requirements of the Victorian Child Safe Standards as set out in [Ministerial Order No. 870](#).

This policy applies to school staff, including school employees, volunteers, contractors and clergy.

3. Principles

Catholic schools have a moral, legal and mission-driven responsibility to create nurturing school environments where children and young people are respected, their voices are heard and they are safe and feel safe ([Catholic Education Melbourne - Child Safety](#)).

The following principles underpin our commitment to child safety at Mary Immaculate School:

- All students deserve, as a fundamental right, safety and protection from all forms of abuse and neglect.
- Our school works in partnership with families and the community to ensure that they are engaged in decision-making processes, particularly those that have an impact on child safety and protection.
- All students have the right to a thorough and systematic education in all aspects of personal safety, in partnership with their parents/guardians/caregivers.
- All adults in our school, including teaching and non-teaching staff, clergy, volunteers, and contractors, have a responsibility to care for children and young people, to positively promote their wellbeing and to protect them from any kind of harm or abuse.
- The policies, guidelines and codes of conduct for the care, wellbeing and protection of students are based on honest, respectful and trusting relationships between adults and children and young people.
- Policies and practices demonstrate compliance with legislative requirements and cooperation with the Church, governments, the police and human services agencies.

- All persons involved in situations where harm is suspected or disclosed must be treated with sensitivity, dignity and respect.
- Staff, clergy, volunteers, contractors, parents and students should feel free to raise concerns about child safety, knowing these will be taken seriously by the Principal and the school leadership team.
- Appropriate confidentiality will be maintained, with information being provided to those who have a right or a need to be informed, either legally or pastorally.

4. Definitions used in this Policy

Child: A child or a young person enrolled as a student at the school.

Child abuse includes:

- any act committed against a child involving:
 - a sexual offence
 - an offence under section 49B(2) of the **Crimes Act 1958** (grooming)
- the infliction, on a child, of:
 - physical violence
 - serious emotional or psychological harm
- serious neglect of a child. ([Ministerial Order No. 870](#))

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. ([Ministerial Order No. 870](#))

Child neglect: The failure to provide the child with an adequate standard of nutrition, medical care, clothing, shelter or supervision to the extent that the health and physical development of the child is significantly impaired or placed at serious risk [Protect: Identifying and Responding to all forms of abuse in Victorian schools](#).

Child physical abuse: Generally, consists of any non-accidental infliction of physical violence on a child by any person [Protect: Identifying and Responding to all forms of abuse in Victorian schools](#).

Child sexual abuse is when a person uses power or authority over a child to involve them in sexual activity. It can include a wide range of sexual activity and does not always involve physical contact or force [Protect: Identifying and Responding to all forms of abuse in Victorian schools](#).

Emotional child abuse occurs when a child is repeatedly rejected, isolated or frightened by threats, or by witnessing family violence [Protect: Identifying and Responding to all forms of abuse in Victorian schools](#).

Grooming is when a person engages in predatory conduct to prepare a child for sexual activity at a later date. It can include communication and/or attempting to befriend or establish a relationship or other emotional connection with the child or their parent/carer [Protect: Identifying and Responding to all forms of abuse in Victorian schools](#).

Mandatory Reporting: The legal requirement under the *Children, Youth and Families Act 2005 (Vic.)* to protect children from harm relating to physical and sexual abuse. The principal, teachers, medical

practitioners and nurses at a school are mandatory reporters under this Act [Protect: Identifying and Responding to all forms of abuse in Victorian schools](#).

Reasonable Belief: When school staff are concerned about the safety and wellbeing of a child or young person, they must assess that concern to determine if a report should be made to the relevant agency. This process of considering all relevant information and observations is known as forming a 'reasonable belief'. A 'reasonable belief' or a 'belief on reasonable grounds' is not the same as having proof but is more than mere rumour or speculation. A 'reasonable belief' is formed if a reasonable person in the same position would have formed the belief on the same grounds [Protect: Identifying and Responding to all forms of abuse in Victorian schools](#).

School environment means any physical or virtual place made available or authorised by the school governing authority for use by a child during or outside school hours, including:

- (a) a campus of the school
- (b) online school environments (including email and intranet systems)
- (c) other locations provided by the school for a child's use (including, without limitation, locations used for school camps, sporting events, excursions, competitions, and other events). ([Ministerial Order No. 870](#))

School staff means an individual working in a school environment who is:

- (a) directly engaged or employed by a school governing authority
- (b) a volunteer or a contracted service provider (whether or not a body corporate or any other person is an intermediary)
- (c) a minister of religion. ([Ministerial Order No. 870](#))

5. Policy Commitments

At Mary Immaculate School, we have a duty of care to ensure that all students enrolled have the right to feel safe and be safe. The wellbeing of the children in our care will always be our first priority and we do not and will not tolerate child abuse. We aim to create a child-safe and child-friendly environment where children are free to enjoy life to the full without any concern for their safety. There is particular attention paid to the most vulnerable children, including Aboriginal and Torres Strait Islander children, children from culturally and/or linguistically diverse backgrounds, and children with a disability.

Our commitment to our students

- (a) We commit to the safety and wellbeing of all children and young people enrolled in our school.
- (b) We commit to providing children and young people with positive and nurturing experiences.
- (c) We commit to listening to children and young people and empowering them by taking their views seriously, and addressing any concerns that they raise with us.
- (d) We commit to taking action to ensure that children and young people are protected from abuse or harm.
- (e) We commit to teaching children and young people the necessary skills and knowledge to understand and maintain their personal safety and wellbeing.
- (f) We commit to seeking input and feedback from students regarding the creation of a safe school environment.

Our commitment to parents and carers

- (a) We commit to communicating honestly and openly with parents and carers about the wellbeing and safety of their children.
- (b) We commit to engaging with, and listening to, the views of parents and carers about our child-safety practices, policies and procedures.
- (c) We commit to transparency in our decision-making with parents and carers where it will not compromise the safety of children or young people.
- (d) We commit to acknowledging the cultural diversity of students and families, and being sensitive to how this may impact on student safety issues.
- (e) We commit to continuously reviewing and improving our systems to protect children from abuse.

Our commitment to our school staff (school employees, volunteers, contractors and clergy)

- (a) We commit to providing all Mary Immaculate School staff with the necessary support to enable them to fulfil their roles. This will include regular and appropriate learning opportunities.
- (b) We commit to providing regular opportunities to clarify and confirm policy and procedures in relation to child safety and young people's protection and wellbeing. This will include annual training in the principles and intent of the Child Safety Policy and Child Safety Code of Conduct, Mandatory Reporting and staff responsibilities to report concerns.
- (c) We commit to listening to all concerns voiced by Mary Immaculate School employees, clergy, volunteers, and contractors about keeping children and young people safe from harm.
- (d) We commit to providing opportunities for Mary Immaculate School employees, volunteers, contractors and clergy to receive formal debriefing and counselling arising from incidents of the abuse of a child or young person.

6. Responsibilities and Organisational Arrangements

Everyone employed or volunteering at Mary Immaculate School has a responsibility to understand the important and specific role she/he plays individually and collectively to ensure that the wellbeing and safety of all students is at the forefront of all that they do and of every decision that they make ([Catholic Education Melbourne - Child Safety](#)).

The school has allocated roles and responsibilities for child safety as follows:

6.1 Guide to Responsibilities of School Leadership

The Principal, the Parish Priest and school leaders at Mary Immaculate School recognise their particular responsibility to ensure the development of preventative and proactive strategies that promote a culture of openness, awareness of and shared responsibility for child safety. Responsibilities include:

- creating an environment for children and young people to be safe and to feel safe
- upholding high principles and standards for all staff, clergy, volunteers, and contractors
- promoting models of behaviour between adults and children and young people based on mutual respect and consideration
- ensuring thorough and rigorous practices are applied in the recruitment, screening and ongoing professional learning of staff
- ensuring that school personnel have regular and appropriate learning to develop their knowledge of, openness to and ability to address child safety matters

- providing regular opportunities to clarify and confirm legislative obligations, policy and procedures in relation to child and young people's protection and wellbeing
- ensuring the school meets the specific requirements of the Victorian Child Safe Standards as set out in [Ministerial Order No. 870](#).
- ensuring the school takes specific action to protect children from abuse in line with the three new criminal offences introduced under the Crimes Act 1958 (Vic.) and in line with the [Protect: Identifying and Responding to all forms of abuse in Victorian schools](#).

6.2 Guide to Responsibilities of School Staff

Responsibilities of school staff (school employees, volunteers, contractors and clergy) include:

- treating children and young people with dignity and respect, acting with propriety, providing a duty of care, and protecting children and young people in their care
- following the legislative and internal school processes in the course of their work, if they form a reasonable belief that a child or young person has been or is being abused or neglected
- providing a physically and psychologically safe environment where the wellbeing of children and young people is nurtured
- undertaking regular training and education in order to understand their individual responsibilities in relation to child safety and the wellbeing of children and young people
- assisting children and young people to develop positive, responsible and caring attitudes and behaviours which recognise the rights of all people to be safe and free from abuse following the school's [Child Safe Code of Conduct](#).

6.3 Organisational Arrangements

The members of the school's Leadership Team will also act as the members of the Child Safety Team - refer to [Child Safety Team - Statement of Responsibilities](#).

7. Expectation of our School Staff – Child Safety Code of Conduct

At Mary Immaculate School community, we expect school employees, volunteers, contractors and clergy to proactively ensure the safety of students at all times and to take appropriate action if there are concerns about the safety of any child at the school. All school staff must remain familiar with the relevant laws, the Code of Conduct, and policies and procedures in relation to child protection and to comply with all requirements. We have developed a [Code of Conduct](#) which recognises the critical role that school staff play in protecting the students in our care and establishes clear expectations of school employees, volunteers, contractors and clergy for appropriate behaviour with children in order to safeguard them against abuse and or neglect.

Our Code of Conduct also protects school staff through clarification of acceptable and unacceptable behaviour.

8. Student Safety and Participation

At Mary Immaculate School, we actively encourage all students to openly express their views about child safety and to 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 and enable them to understand, identify, discuss and report on child safety. We listen to and act on any concerns that students, or their parents or carers, raise with us.

9. Reporting and Responding

Our school records any child safety complaints, disclosures or breaches of the Child Safety Code of Conduct, and stores the records in accordance with security and privacy requirements. Our school complies with legal obligations that relate to managing the risk of child abuse under the *Children, Youth and Families Act 2005* (Vic.), the *Crimes Act 1958* (Vic.) and the recommendations of the [Betrayal of Trust](#) report.

Child protection reporting obligations fall under separate pieces of legislation with differing reporting requirements.

Our school's [Child Protection – Reporting Obligations](#), sets out the actions required under the relevant legislation when there is a reasonable belief that a child at our school is in need of protection or a criminal offence has been committed, and provides guidance and procedures on how to make a report.

Our policy assists staff, volunteers and families to:

- identify the indicators of a child or young person who may be in need of protection
- understand how a 'reasonable belief' is formed
- make a report of a child or young person who may be in need of protection
- comply with mandatory reporting obligations under child protection law and their legal obligations relating to criminal child abuse and grooming under criminal law.

Our school has also established internal processes to ensure that appropriate action is taken to respond to concerns about the wellbeing and/or safety of a student:

- All mandated staff are required to complete the on-line mandatory reporting e-Learning module each year
- On completion of the on-line module, staff must print a copy of their Certificate of Completion and submit it to the Principal.
- All mandated staff are required to comply with their legislative responsibility under the *Children, Youth and Families Act 2015* (Victoria) in identifying and reporting incidents of suspected child abuse.
- As detailed in the staff handbook:
Teachers are mandated to make a report to Child Protection if they have formed a reasonable belief that a child is in need of protection from physical injury or sexual abuse. An information guide 'PROTECT – Identifying and Responding to All forms of Abuse in Victorian Schools' can be found at:

http://www.education.vic.gov.au/Documents/about/programs/health/protect/ChildSafeStandard5_SchoolsGuide.pdf

All teachers are to be familiar with the contents of this document. Following any incident, suspicion or disclosure of child abuse you must make a report as soon as possible. Failure to report physical and sexual abuse may amount to a criminal offence.

As documented in the [Protect: Identifying and Responding to all forms of abuse in Victorian schools](#), at Mary Immaculate School we follow the Four Critical Actions for Schools:

- Staff are advised to keep detailed notes of dates and times of events which give rise to suspicions by completing the [Responding to Suspected Child Abuse](#) template
- At any time staff are encouraged to discuss any concerns with the Principal
- (1) A child's safety must be ensured if there is an immediate risk of harm
- (2) Following any incident, suspicion or disclosure of child abuse, teachers must make a report as soon as possible to Victoria Police if the abuse is from *within* the school or to DHHS (24 hour DHHS Child Protection line is 13 12 78/94889488) if the abuse is from *within* the family or community
- (2) Teachers must inform the Principal of any report
- (3) Teachers must inform Catholic Education Melbourne of any report (9267 0228)
- (4) The Principal must consult with DHHS Child Protection or Victoria Police to determine what information can be shared with parents/carers
- (5) Students who have been impacted by abuse will receive appropriate support including the development of a Student Support Plan in consultation with wellbeing professionals
- If teachers are distressed by incidents or reporting, counselling is available to them through AccessEAP and CEM.

Our complaints and disclosure processes are outlined and detailed in the following policies and procedures:

[Protect: Identifying and Responding to all forms of abuse in Victorian schools](#)

[Mandatory Reporting Policy](#)

[Respectful Relationships - Anti-Bullying Policy](#)

[Student Behaviour Support Policy](#)

10. Screening and Recruitment of School Staff

Mary Immaculate School will apply thorough and rigorous screening processes in the recruitment of employees and volunteers involved in child-connected work using the Guidelines on the Employment of Staff in Catholic Schools (CECV 2016). Our commitment to child safety and our screening requirements are included in all advertisements for such employee, contractor and volunteer positions, and all applicants are provided with copies of the school's Child Safety Code of Conduct and the Child Safety Policy.

When recruiting and selecting employees, contractors and volunteers involved in child-connected work, we make all reasonable efforts to:

- confirm the applicant's Working with Children Check and National Police Check status and/or professional registration (as relevant)
- obtain proof of personal identity and any professional or other qualifications
- verify the applicant's history of work involving children
- obtain references that address the applicant's suitability for the job and working with children.

We have processes for monitoring and assessing the continuing suitability of school staff to work with children, including regular reviews of the status of Working with Children Checks and staff professional registration requirements such as Victorian Institute of Teaching (VIT) registration.

11. Child Safety – Education and Training for School Staff

Mary Immaculate School provides employees, volunteers and clergy with regular and appropriate opportunities to develop their knowledge of, openness to and ability to address child safety matters. This includes induction, ongoing training and professional learning to ensure that everyone understands their professional and legal obligations and responsibilities, and the procedures for reporting suspicion of child abuse and neglect.

Expected behaviours regarding child safety are outlined in the staff handbook and in our policies which are readily accessible and are highlighted throughout the year at staff meetings and professional learning team meetings. New staff are provided with a copy of and made familiar with the procedures for child safety as outlined in our staff handbook and our policies. Staff are required to successfully complete the online training module for mandatory reporting.

12. Risk Management

At Mary Immaculate School, we are committed to proactively and systematically identifying and assessing risks to student safety across our whole school environment, and reducing or eliminating (where possible) all potential sources of harm. We document, implement, monitor and periodically review our risk management strategies for child safety and ensure that the strategies change as needed and if new risks arise.

The school Leadership Team, which is also the Child Safe Team, are responsible for documenting, implementing, monitoring and periodically reviewing our risk management strategies for child safety and ensuring that the strategies change as needed and as new risks arise. The team meets once a week for one hour and also for two full days a term and as the need arises. Child safety is a standing item on our weekly staff meeting agenda and leadership team meetings. The Guidelines for the Employment of staff in Catholic Schools will be implemented.

13. Relevant Legislation

- *Children, Youth and Families Act 2005* (Vic.)
- *Working with Children Act 2005* (Vic.)
- *Education and Training Reform Act 2006* (Vic.)
- *Equal Opportunity Act 2010* (Vic.)
- *Privacy Act 1988* (Cth)
- *Crimes Act 1958* (Vic.) – Three new criminal offences have been introduced under this Act:
 - a) **Failure to disclose offence**: Any adult who forms a reasonable belief that a sexual offence has been committed by an adult against a child under 16 has an obligation to report that information to police. Failure to disclose the information to police is a criminal offence.
 - b) **Failure to protect offence**: The offence will apply where there is a substantial risk that a child under the age of 16 under the care, supervision

or authority of a relevant organisation will become a victim of a sexual offence committed by an adult associated with that organisation. A person in a position of authority in the organisation will commit the offence if they know of the risk of abuse and have the power or responsibility to reduce or remove the risk, but negligently fail to do so.

- c) **Grooming offence:** This offence targets predatory conduct designed to facilitate later sexual activity with a child. Grooming can be conducted in person or online, for example via interaction through social media, web forums and emails.

14. Related Policies

14.1 Catholic Education Melbourne Policies

- [Policy 2.19: Child Protection – Reporting Obligations](#)
- [Policy 2.19a: School Guidelines –Police and DHHS Interview Protocols](#)
- [Policy 2.20: Complaints Policy](#)
- [Policy 2.26: Pastoral Care of Students in Catholic Schools](#)
- [CEM Guidelines for Behaviour Support](#)
- [CECV Whole School Approaches to Supporting Positive Behaviour](#)

14.2 Supporting School Policies

- [Child Protection - Reporting Obligations](#)
- [Reportable Conduct Scheme Policy](#)
- [Student Computer and Cybersafety Policy](#)
- [Social Media Policy](#)
- [Yard Duty and Supervision Policy](#)
- [Student Wellbeing Policy](#)
- [Respectful Relationships - Anti-Bullying Policy](#)
- [Code of Conduct](#)
- [Guidelines for the Employment of Staff in Catholic Schools](#)
- [Working with Children Check Policy](#)
- [Volunteer Procedure Statement](#)
- [Staff Handbook](#)

15. Breach of Policy

Where an **employee** is suspected of breaching any obligation, duty or responsibility within this Policy, Mary Immaculate School may start the process under clause 13 of the *Victorian Catholic Education Multi Enterprise Agreement 2013* (VCEMEA) for managing employment concerns. This may result in disciplinary consequences.

Where the **Principal** is suspected of breaching any obligation, duty or responsibility within this policy, the concerned party is advised to contact the parish priest or the employer. Relevant notification should also be made to Catholic Education Melbourne (Office of Professional Conduct, Ethics and Investigation).

Where any **other member of the school community** is suspected of breaching any obligation, duty or responsibility within this Policy, the school is to take appropriate action, including in accordance with: Child Protection – Reporting Obligations, Mandatory Reporting Policy, Bullying Policy and/or contact Catholic Education Melbourne (Office of Professional Conduct, Ethics and Investigation).

16. Review of this Child Safety Policy

At Mary Immaculate School we are committed to continuous improvement of our child safety systems and practices. We intend this Policy to be a dynamic document that will be regularly reviewed to ensure it is working in practice and updated to accommodate changes in legislation or circumstance. The Policy will be reviewed annually and we will maintain a history of updates to the Policy.

History of Updates to Policy

Date	Comment (e.g. major review, minor review)
25 July 2016	Initial Implementation
4 April 2017	Minor Review
23 April 2019	Major Review

17. References

Catholic Education Commission of Victoria Ltd (CECV) 2016, [*Commitment Statement to Child Safety: A safe and nurturing culture for all children and young people in Catholic schools.*](#)

Catholic Education Commission of Victoria Ltd (CECV) 2018, [VCEMEA 2018](#)

Congregation for Catholic Education 1997, [*The Catholic School on the Threshold of the Third Millennium*](#), Vatican.

Department of Education, 2018, [Protect: Identifying and Responding to all forms of abuse in Victorian schools](#)

State of Victoria 2016, [*Child Safe Standards – Managing the Risk of Child Abuse in Schools: Ministerial Order No. 870*](#), Education & Training Reform Act 2006, Victorian Government Gazette No. S2.

Parliament of Victoria, Family and Community Development Committee, 2013, [*Betrayal of Trust*](#)