



child safe standards

NUMBER:..... 10076

TITLE: STANDARD 1 – STRATEGIES TO EMBED A CULTURE OF CHILD SAFETY

LOCATION:.....STAFF

REVIEWER:.....HOSS

REVIEW FREQUENCY:..... Q1 – YEARLY

PURPOSE

Ballarat Grammar is committed to zero tolerance of child abuse. All staff and members of our community have a duty of care to protect the safety, health and wellbeing of children in their care.

As a school with a diverse population, this includes students with a disability, Aboriginal and Torres Strait Islander children and children from culturally and linguistically diverse backgrounds.

In accordance with the School's mission below, all those who are engaged in the life of our school are required to ensure the safety of our children at all times. A school with a diverse population, this includes students with a disability, Aboriginal and Torres Strait Islander children and children from culturally and linguistically diverse backgrounds.

Our regional Anglican School fosters academic aspiration, trust, opportunity and engagement, resilience, and social and environmental justice within the search for faith and meaning.

OUR VALUES

From those to whom much is given will much be required.

– Luke 12:48

In line with its Christian ethos and liberal heritage, the School seeks to promote the following values through all its endeavours:

- **Compassion:** Striving to care for self and others
- **Aspiration:** Pursuing excellence for worthy accomplishment, and providing leadership in intellectual and other domains while still displaying humility
- **Justice:** Seeking the common good where all are treated fairly



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- **Honesty and Trustworthiness:** Being honest and dependable and seeking the truth
- **Integrity:** Acting in accordance with principals of moral and ethical conduct
- **Respect:** Treating others and their opinions with consideration, having regard for both tradition and innovation
- **Responsibility:** Being accountable for one's own actions, resolving differences in constructive and peaceful ways and taking care of the environment
- **Tolerance:** Being committed to international and inter-cultural understanding, accepting diversity and including others
- **Courage:** Showing resolve in the face of adversity and being enterprising and adventurous and prepared to take risks and learn from mistakes
- **Thanksgiving and Optimism:** Showing appreciation for the richness and potential of life
- **Service:** Being willing to contribute to the wellbeing of others through voluntary service to the community

Child safety comes from strong leadership and direction and is supported and enacted by our governing authority, the Board of Directors, Senior Management and our staff. We foster a culture of openness, inclusiveness and awareness. Children and adults know what to do if they observe or are subject to abuse or inappropriate behaviour.

All staff and volunteers must consider the safety of all children, and recognise the importance of cultural safety for Aboriginal children, cultural safety for children from culturally and linguistically diverse backgrounds, and the safety of children with a disability.

We take a preventative, proactive and participatory approach to child safety issues. The safety and wellbeing of children at Ballarat Grammar is of paramount importance when developing activities, policies and management practices.

All children have a voice, and a right to be heard. You must listen to children and take them seriously, particularly if they are disclosing abuse or concerns for their safety or the safety of other children.

All concerns about child safety will be treated by our leadership team as serious and staff are required to abide by all legal requirements, including reporting suspicions of child abuse to police and/or child protection. **If you believe a child is at immediate risk of abuse phone 000.**

The School's risk register is used to identify potential risks and this is updated twice a year. Our communication to internal and external members of the community clearly indicate that the School has zero tolerance of child abuse in any form.

Child safety is a standing item for discussion at staff meetings in all areas and of the Board of Directors.

Child safety strategies will continue to be developed, refined and taught as part of our ongoing education program for all members of our school community from students to staff, parents and others and we will continue to ensure all those who engage with our students are well briefed and educated.



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Our reporting procedure is clearly defined and accessible for all staff.

The School's recruitment policy clearly outlines the expectations of those who work with our students and new staff are inducted on the importance of child safety and the processes they are required to follow when dealing with our children.

Child safety is reported on annually in the School's Annual Report

Roles and Responsibilities

APPENDIX 2 (Staff Roles and Responsibilities)

Role	Responsibility
Board of Directors/ Headmaster	Lead the School's child safety culture
Head of School	Develop and enhance the School's child safe strategies. Proactively monitor the effectiveness of strategies Review child safe strategies. Develop policies, procedures and supporting documentation including appropriate communications and resources.
Director of Care	Lead the delivery of programs for children about the school's child safety strategies through the School's pastoral care program and through the curriculum. Develop policies, procedures and supporting documentation including appropriate communications and resources.
Director of Staff/Head of HR	Train staff including contractors and volunteers in the School's child safety strategies. Develop policies, procedures and supporting documentation including appropriate communications and resources.
Heads of Houses (including Boarding, Mentors, Class Teachers and Pastoral Carers.	As the first point of contact; educate and monitor students in their care. Provide support and enact processes and policies.
Chaplain	Monitor and maintain clear messages of child safety for all members of the community through the spiritual and pastoral dimension of the School.
Psychologists/Health Centre	Provide support to enact processes and policies
Multi-cultural co-ordinator, Indigenous co-ordinator and Head of Learning Enhancement	Provide support to ensure the diversity of our student needs is met.



Continually informing the School about the strategies and allocated roles and responsibilities

Ballarat Grammar is committed to the effective implementation of our Child Protection Program and ensuring that it is appropriately reviewed and updated.

The School has communicated to the School community, including the School board, about how it has put the child safety strategies into practice and the changes that are being made by:

- Publishing information on the School's website,
- Making parents aware via the School newsletter,
- Providing information in School information sessions,
- Making staff aware during professional development days,
- Including information in staff employment inductions,
- Email notification,
- Staff employment inductions,
- Student pastoral care sessions.

Types of Communication

Website	Bulletin	JS Newsletter	CEED newsletter
Boarding	City Cite	Portal	Parent letters
School buildings	External groups	Information sessions	Staff briefings/PL
Email notification	Staff employment inductions	Student Pastoral Care sessions	

Review system

- Ballarat Grammar is committed to continuous improvement in all its operations including this Child Protection Program.
- It is the responsibility of the key staff listed in Standard 2 to regularly review our Child Protection Program to ensure that it is working in practice and that the School is meeting its legal and regulatory obligations relating to child protection.
- Ballarat Grammar is committed to ensuring that the needs of all students including but not limited to Aboriginal and Torres Strait Islander students, students from culturally or linguistically diverse backgrounds and students with disabilities or who are vulnerable are taken into account when the School reviews its policies and Child Protection Program.