



### **Part 1- Creating and Maintaining a Child Safe Environment**

1. 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.
2. Our regional Anglican School fosters academic aspiration, trust, opportunity and engagement, resilience, and social and environmental justice within the search for faith and meaning.

### **Part 2- Our Mission**

1. Ballarat Grammar aims to empower its students with:
  - 1.1 An understanding of, and learning from, Christian faith and Christian spirituality;
  - 1.2 Academic confidence and a passion for learning;
  - 1.3 An understanding of the obligations of community, both local and international;
  - 1.4 Social competence, the capacity for leadership and genuine compassion for others
  - 1.5 A desire for involvement in the arts, sports and co-curricular activities; and
  - 1.6 Good physical and emotional health.
2. We aim to provide for staff:
  - 2.1 A safe, supportive and challenging professional environment;
  - 2.2 Strategic professional development and career promotion; and
  - 2.3 Advanced facilities and teaching technologies.
3. We expect of staff:
  - 3.1 The highest professional standards and a commitment to professional growth and;
  - 3.2 Personal and professional conduct which reflects the values of the School.
4. We aim to give parents the assurance that their young people are:
  - 4.1 Being properly valued and protected; and
  - 4.2 Being appropriately challenged and extended.

### **Part 3- Our Values**

1. *(From those to whom much is given will much be required – Luke 12:48).*
2. In line with its Christian ethos and liberal heritage, the School seeks to promote the following values through all its endeavours:
  - 2.1 Compassion: Striving to care for self and others;
  - 2.2 Aspiration: Pursuing excellence for worthy accomplishment, and providing leadership in intellectual and other domains while still displaying humility;
  - 2.3 Justice: Seeking the common good where all are treated fairly;
  - 2.4 Honesty and Trustworthiness: Being honest and dependable and seeking the truth;
  - 2.5 Integrity: Acting in accordance with principals of moral and ethical conduct;
  - 2.6 Respect: Treating others and their opinions with consideration, having regard for both tradition and innovation;
  - 2.7 Responsibility: Being accountable for one's own actions, resolving differences in constructive and peaceful ways and taking care of the environment;
  - 2.8 Tolerance: Being committed to international and inter-cultural understanding, accepting diversity and including others;
  - 2.9 Courage: Showing resolve in the face of adversity and being enterprising and adventurous and prepared to take risks and learn from mistakes;
  - 2.10 Thanksgiving and Optimism: Showing appreciation for the richness and potential of life; and



- 2.11 Service: Being willing to contribute to the wellbeing of others through voluntary service to the community.
3. Child safety comes from strong leadership and direction and is supported and enacted by our governing authority, the Board, 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.
  4. 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.
  5. 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.
  6. 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.
  7. 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.**
  8. 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.
  9. Child safety is a standing item for discussion at staff meetings in all areas, Committee meetings and of the Board of Directors.
  10. 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.
  11. Our reporting procedure is clearly defined and accessible for all staff.
  12. 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.
  13. Child safety is reported on annually in the School's Annual Report.
  14. Ballarat Grammar has adopted a number of key strategies as controls for identifying and removing child protection risks and to promote the participation and empowerment of children. These are as follows:
    - 14.1 Child Safe Human Resources Practices
      - 14.1.1 Child Safe Recruitment Practices
      - 14.1.2 Working with Children Checks
      - 14.1.3 Child Protection Training
      - 14.1.4 Our Child Safe Culture
    - 14.2 Participation and Empowerment of Children
      - 14.2.1 Pastoral Care – Child Protection
      - 14.2.2 Students with a Disability
      - 14.2.3 Cultural Diversity
      - 14.2.4 Continually informing the School about the strategies and allocated roles and responsibilities



#### Part 4- Review

1. Ballarat Grammar is committed to the continuous review and improvement of all its operations, including this policy.
2. It is the responsibility of the Senior Child Protection Officer to regularly monitor and review the effectiveness of *Creating and Maintaining a Child Safe Environment Policy* to ensure it is working in practice and revise the policy when required.

#### Part 5- Breach of Policy

1. All staff employed by Ballarat Grammar are expected to enact all policies in support of student and community learning, health, safety and wellbeing.