

ESKDALE PRIMARY SCHOOL		
BUILDING A CHILD SAFE CULTURE		
Policy Implementation Date: 2017	Policy review date: 2019	Responsible for review: School Council

Rationale:

An organisational culture of child safety is critical to reducing the risk of child abuse in schools. Organisational culture is defined as a set of values, expectations and standards that influence the behaviour of the members of the organisation. The organisational culture defines what constitutes acceptable and unacceptable behaviour by people within the organisation.

To successfully embed a culture of child safety, a commitment to **zero tolerance of child abuse** must be led by the school governing authority (school council).

Aims:

The school aims to share the commitment of a culture of child safety to all members of the school community, including staff (school employees, contractors and volunteers), parents and families, visitors and children.

Implementation:

- Within the school strategic plan under environmental context is a statement of philosophy that addresses child safety and child abuse
- The school governing body (school council) approve and review all policies and procedures in relation to the organisational culture of child safety
- A Child Safe Policy is communicated to the community and regularly reviewed
- The Staff and Volunteer Child Safe Code of Conduct addresses what is acceptable and unacceptable behaviour with respect to child safety and child abuse
- The Human Resources Practices for Our Child Safe School Policy and Child Safe Recruitment Practices provides clear procedures on managing recruitment, training and supervision of all personnel
- School strategies take into account the diversity of the children attending the school, e.g. children with a disability, Aboriginal and Torres Strait Islander children and children from culturally and linguistically diverse backgrounds.
- Strategies are preventative, proactive and promote a shared responsibility to develop an open and aware culture of child safety
- Students are encouraged to openly discuss any concerns related to child safety
- All school staff (including contractors and volunteers) will be trained in the school's child safety strategies
- The school's expectation with respect to child safety will be published and displayed in prominent locations in all school environments (e.g. school buildings, website, camp locations, etc.)
- Roles and responsibilities will be allocated to ensure achievement of the strategies
- The school community will be informed about child safety strategies implemented through school council meetings, staff meetings, newsletters, bulletins, information sessions, website, and UeducateUs, displays within the school environment
- School council will regularly review the effectiveness of the strategies put into practice, and, where appropriate, revise those strategies. These will be published using the communication strategies as mentioned above.

Evaluation: This policy will be reviewed as part of the school's three-year review cycle.