CHILD SAFETY AND WELLBEING POLICY

PURPOSE

The Child Safety and Wellbeing Policy demonstrates Victory Christian College's commitment to creating and maintaining a child-safe and child-friendly organisation, where children and young people are safe and feel safe. It is vitally important that we are diligent ambassadors for child safety as an expression of our Christian values and ethos.

This policy provides an overview of our College's approach to implementing Ministerial Order 1359 (PDF, 363KB) which sets out how the Victorian Child Safe Standards apply in school environments.

It informs our College community of everyone's obligations to act safely and appropriately towards children and guides our processes and practices for the safety and wellbeing of students across all areas of our work.

SCOPE

This policy:
- Applies to all College staff, volunteers and contractors whether they work in direct contact with students. It also applies to College Board members where indicated.
- Applies in all physical and online College environments used by students during or outside of school hours, including other locations provided by the College for a student's use (for example, a school camp) and those provided through third-party providers.
- Should be read together with our other child safety and wellbeing policies, procedures, and codes – refer to the related College policies section below.

DEFINITIONS

The following terms in this policy have specific definitions:
- Aboriginal- *first nations people of Australia, including Torres Strait Islander people*
- Child
- Child safety
- Child abuse
- Child-connected work
- Child-related work
- College environment
- College governing authority
- College staff
- Student
- Volunteer

POTENTIALLY VULNERABLE CHILDREN

In the context of this policy, the term 'potentially vulnerable children' pertains to children and young people who are:
- Aboriginal and Torres Strait Islander
- from religiously, culturally and linguistically diverse backgrounds
- living with disabilities
- unable to live at home (including international students)
- impacted by family violence
- expressing romantic or sexual attraction to people not of the opposite sex, whether they describe themselves as lesbian, gay, bisexual, asexual or otherwise
- expressing a sense of personal identity inconsistent with their biological sex whether they describe themselves as trans, gender diverse, queer or otherwise
- living with a difference/disorder of sexual development, whether they describe themselves as intersex or not
- very young

- dealing with prior trauma, including many refugee children
- living in remote locations
- currently going through an adverse life event
- likely to have fewer connections to trusted adults and less confidence or ability to speak out, including children whose additional safety needs are not being addressed by the adults around them

Please note that students may have overlapping or cumulative risk factors.

STATEMENT OF COMMITMENT TO CHILD SAFETY

- Victory Christian College is a child-safe organisation that welcomes all children, young people and their families.
- We are committed to providing environments where our students are safe and feel safe, where their participation is valued, their views respected, and their voices are heard about decisions that affect their lives. Our child-safe policies, strategies and practices are inclusive of the needs of all children and students.
- We have no tolerance for child abuse and take proactive steps to identify and manage any risks of harm to students in our College environments.
- We promote positive relationships between students and adults and between students and their peers. These relationships are based on trust and respect.
- We take proactive steps to identify and manage any risk of harm to students in our school environment. When child safety concerns are raised or identified, we treat these seriously and respond promptly and thoroughly.
- Particular attention is given to the child safety needs of potentially vulnerable children (see the previous definition). Inappropriate or harmful behaviour targeting students based on these or other characteristics are not tolerated at our College, and any instances identified will be addressed with appropriate consequences.
- Child safety is a shared responsibility. Every person involved in our College has an important role in promoting child safety and wellbeing and promptly raising any issues or concerns about a child's safety.
- We are committed to regularly reviewing our child safe practices, and seeking input from our students, families, staff, and volunteers to inform our ongoing strategies.

ROLES AND RESPONSIBILITIES

Principal

The Principal is responsible for:

- informing the College community about this policy and making it publicly available on our website
- monitoring the College's compliance with the Child Safety and Wellbeing Policy. Anyone in our College community should approach the Principal if they have any concerns about the College's compliance with the Child Safety and Wellbeing Policy.
- taking practical measures to ensure this policy and the Child Protection policies are adhered to and implemented effectively, therefore maintaining a strong culture of child safety and protection
- ensuring reports are made to the Commission for Children and Young People (CCYP) where necessary as part of the Reportable Conduct Scheme
- ensuring that all allegations and disclosures are taken seriously
- ensuring that child safety measures are in place and documented in Memoranda of Understanding with external education providers

College Executive Team

Our College Executive Team (comprising the Principal and Deputy Principals) is responsible for ensuring that a strong child-safe culture is created and maintained, and that policies and practices are effectively developed and implemented in accordance with Ministerial Order 1359.

Principals and Deputy Principals will:

- Ensure effective child safety and wellbeing governance, policies, procedures, codes and practices are in place and followed

- Model a child-safe culture that facilitates the active participation of students, families and staff in promoting and improving child safety, cultural safety and wellbeing
- Enable inclusive practices where the diverse needs of all students are considered
- Reinforce high standards of respectful behaviour between students and adults, and between students
- Promote regular open discussion on child safety issues within the college community including at leadership team meetings and staff meetings
- Facilitate regular professional learning for staff and volunteers (where appropriate) to build deeper understandings of child safety, cultural safety, student wellbeing and prevention of responding to abuse
- Create an environment where child safety complaints and concerns are readily raised, and no one is discouraged from reporting an allegation of child abuse to relevant authorities
- Monitor, review and oversee the implementation of mitigation strategies in the Child Safe Standards Risk Register

Child Safety Champions

Victory Christian College has nominated Child Safety Champions to support the principal to implement our child safety policies and practices, including staff and volunteer training. This will include the Chaplain and Year Level Coordinators.

Our Principal and Child Safety Champions are the first points of contact for child safety concerns or queries and for coordinating responses to child safety incidents.

The Child Safety Champions are responsible for assisting staff to make reports using the PROTECT template (PROTECT Responding to Suspected Child Abuse: a Template for all Victorian Schools).

College Staff

All staff will:

- Participate in child safety and wellbeing induction and training provided by the College and always follow the College's child safety and wellbeing policies and procedures
- Act in accordance with our Child Safety Code of Conduct
- Identify and raise concerns about child safety issues in accordance with our Child Protection Policies (Failure to Disclose, Failure to Protect, Grooming and Mandatory Reporting Policy- see links at the end of this document) including following the Four Critical Actions for Schools or Four Critical Actions for Student Sexual Offending.
- Make mandatory reports where required (see Child Protection: Mandatory Reporting Policy)
- Ensure students' views are taken seriously and their voices are heard about decisions that affect their lives
- Implement inclusive practices that respond to the diverse needs of students through pastoral care. This includes identifying potentially vulnerable students and responding to their individual needs.

College Board

College Board members will:

- Champion and promote a child safe culture within the broader College community
- Ensure that child safety is a regular agenda item at Board meetings
- Undertake annual training on child safety
- Approve updates to, and act in accordance with the Child Safety Code of Conduct
- Ensure that selection, supervision, and management practices are child safe
- Develop and implement risk management strategies regarding child safety, including the Child Safe Standards Risk Register

College Volunteers

A volunteer is someone who works without payment or financial reward for the College. Volunteers may be family members of students, or from the wider College or local community.

Volunteers are not "school staff" for the purposes of Ministerial Order 1359. All volunteers at the College are responsible for contributing to the safety and protection of students in the College environment.

All volunteers will:

- Participate in child safety and wellbeing induction and training provided by the College and always follow the College's child safety and wellbeing policies and procedures
- Be familiar with this policy and the Child Safety Code of Conduct
- Act in accordance with our Child Safety Code of Conduct
- Identify and raise concerns about child safety issues with one of the Child Safety Champions

Other Specific Groups

- The Wellbeing Team meet regularly to identify and respond to any ongoing matters related to child safety and wellbeing or as they arise.
- The Student Reference Group (comprised of SRC and Senior Student Leadership Group) gives an opportunity for students to provide a student voice in child safety matters.
- Specific roles and responsibilities are named in other child safety policies and procedures, including the

    - Child Safety Code of Conduct
    - Child Protection Policies (see links at the end of this document)
    - Child Safe Standards Risk Register

- Third-party contractors and indirect contact volunteers provide current WWCCs and understand their obligations in line with the Child Safety Code of Conduct

CHILD SAFETY CODE OF CONDUCT

Our Child Safety Code of Conduct sets the boundaries and expectations for appropriate behaviours between adults and students. It also clarifies behaviours that are not acceptable in our physical and online environments.

We ensure that students also know what is acceptable and what is not acceptable so that they can be clear and confident about what to expect from adults in the College.

The Child Safety Code of Conduct also includes processes to report inappropriate behaviour.

MANAGING RISKS TO CHILD SAFETY AND WELLBEING

At our College we identify, assess and manage risks to child safety and wellbeing in our physical and online school environments. These risks are managed through our child safety policies, procedures and practices, and in our activity-specific risk registers, such as those we develop for off-site overnight camps, adventure activities and facilities and services we contract through third-party providers for student use.

Our Child Safe Standards Risk Register will be developed by the Board and used to record any identified risks related to child abuse alongside actions in place to manage those risks. Our College Executive Team will monitor and evaluate the effectiveness of the actions in the Child Safe Standards Risk Register at least annually.

The ICT and Internet Acceptable Use Policy outlines the guidelines and implementation for safe and appropriate use of technology at VCC. It also establishes the consequences for failure to comply with the terms of use. Having high standards for student and staff online interactions fosters a safe environment for all children.

ESTABLISHING A CULTURALLY SAFE ENVIRONMENT

At Victory Christian College, we are committed to establishing an inclusive and culturally safe College where the strengths of Aboriginal culture, values and practices are respected.

We think about how every student can have a positive experience in a safe environment. For Aboriginal students, we recognise the link between culture, identity and safety and actively create opportunities for Aboriginal students and the Aboriginal community to have a voice and presence in our College planning, policies, and activities.

We have developed the following strategies to promote cultural safety in our College community:

Strategy	Responsible Staff Member/s
A grant application is currently lodged to install two new flag poles to display the Aboriginal and Torres Strait Islander flags	Principal
Staff Cultural Understanding and Sensitivity Training aimed at building confidence in teaching Aboriginal Perspectives in the curriculum	External provider- Australians Together Curriculum Team
Development of an Aboriginal Child Safety Commitment Statement	Principal
Liaison with Aboriginal Culture rangers through Parks Victoria	Environmental Studies Teacher
Individual Learning Plans (ILPs) to be created or existing ILPs to be adapted to include a Cultural Empowerment Goal in collaboration with parents at Student Support Group (SSG) meetings	Student Support Manager
All major events to include an Acknowledgement of Country read by College Students	Event organisers

STUDENT EMPOWERMENT

To support child safety and wellbeing at Victory Christian College, we work to create an inclusive and supportive environment that encourages students and families to contribute to our child safety approach and understand their rights and their responsibilities. All students are welcome at Victory and are treated accordingly.

All students receive age-appropriate information about the standards of behaviour for all students at VCC. Moreover, they are educated about how they can raise concerns or make disclosures.

We take multiple approaches to this, such as:

- Reinforcing healthy and respectful relationships between students, encouraging strong friendships and peer support to ensure a sense of belonging amplified through our College vision and values, and our student Code of Conduct.
- Chapel and Bible classes, and the homeroom structure emphasise the importance of peer and faith-based relationships to increase a feeling of safety and connection.
- Strategies to deliver age-appropriate education about healthy and respectful relationships (including sexuality) include:
    - The Health curriculum includes:
        - Prep- Relationships and My Body
        - Year 1/2- Identity; Personal Changes
        - Year 3/4- Success, Change and Safety
        - Year 5/6- Identity and Relationships; Puberty
        - Year 7/8- Identity and Positive Relationships; Sex Ed
        - Year 9/10- Relationships and Sexuality; Challenge, Risk and Safety
    - Mother/daughter and father/son education sessions in Year 5/6 to cover sex education and puberty content, delivered by the school nurse
    - Specific sex education units of work in secondary Science classes
    - The Choices, Decisions, Outcomes program delivered to all Year 7-10 students
- Informing students of their rights through homeroom, science and health classes, and student diary content. Furthermore, the age-appropriate information we share gives students the skills and confidence to recognise

unsafe situations with adults or other students and to speak up and act on concerns relating to themselves or their peers.

▪ Using restorative conversations which encourage students to consider their choices, behaviour and the rights of all children concerned when relationships are damaged at school. Moreover, the consistent use of language empowers the students to articulate when they feel their rights have been infringed upon.

▪ Ensuring our students know who to talk to if they are worried or feeling unsafe and encouraging them to share concerns with a trusted adult at any time. Students and families can also access information on how to report concerns with the Child Safety Champions in student diaries, the parent handbook and the relevant policies available on our website.

▪ Fostering a sense of inclusion and compassion amongst students. E.g. the House system, buddy program, buddy bench, SRC and co-curricular programs

▪ Displaying PROTECT Child Safety posters across the College on student noticeboards, in primary and secondary school locker bays, at reception and in staff offices.

▪ Listening and taking complaints about suspected or alleged misconduct and/or abuse of a child seriously. We will listen to the complainant's account respectfully and carefully, check our understanding of the complaint, support the student and keep them (and their parents and carers, as appropriate) informed about progress. We will have safeguards and practices in place to ensure any personal information is protected.

FAMILY ENGAGEMENT AND COMMUNICATION

Our families and the College community have an important role in monitoring and promoting children's safety and well-being and helping children to raise any concerns.

To support family engagement, we are committed to providing families and the community with accessible information about our college's child safety and protection policies and practices and involving them in our approach to child safety and wellbeing.

We will create opportunities for families to have input into the development and review of our child safety policies and practices and encourage them to raise any concerns and ideas for improvement. We will do this by:

▪ Seeking input on the Xuno parent portal, in the newsletter and student, staff and College Board meetings.

▪ Displaying all of our child safety policies and procedures on the College website: www.vcc.vic.edu.au

▪ Ensuring newsletters and other communications on Xuno are used to inform families and the College community about any significant updates to our child safety policies or processes, and strategies being implemented to ensure student safety.

▪ The parents of any student who has an ILP will be invited to take part in SSG meetings to set and review the individual goals of their child.

DIVERSITY AND EQUITY

As a child-safe and Christ-centred organisation, we celebrate the rich diversity of our students, families and community. We believe in Biblical truths such as the inherent dignity and worth of all people, the uniqueness of individuals and God's love for each individual. Furthermore, we affirm the importance of reflecting God's love and care for all people and recognise that special care is needed for the vulnerable.

We promote respectful environments that are free from discrimination and encourage care for our neighbours. Our focus is on well-being and growth for all.

We recognise that every child has unique skills, strengths and experiences to draw on.

We pay particular attention to individuals and groups of potentially vulnerable children and young people in our community with additional and specific needs. This includes tailoring our child safety strategies and supports to the needs of children and young people who may fall under the definition of 'potentially vulnerable children' outlined at the beginning of this policy.

Measures taken by the College to increase a sense of inclusion and acknowledge diversity include involvement in Harmony Day, Reconciliation Week and NAIDOC Week, SSGs and ILPs, additional classroom support staff and learning

modifications, curriculum differentiation, onsite student counsellor and Chaplaincy support and access to external support agencies.

Our College looks to tailor engagement based on individual student needs, particularly when it comes to potentially vulnerable students.

SUITABLE STAFF AND VOLUNTEERS

At Victory Christian College, we apply robust child-safe recruitment, induction, training, and supervision practices to ensure that all staff, contractors, and volunteers are suitable to work with children.

Staff recruitment

When recruiting staff, we follow the Independent Schools Victoria guidance on recruitment including their employment contract templates.

All applicants are supplied with a copy of the Child Safety Code of Conduct as part of the Application Pack.

When engaging staff to perform child-related work, we:

- Sight, verify and record the person's Working with Children clearance or equivalent background check such as a Victorian teaching registration
- Collect and record:

  - Proof of the person's identity and any professional or other qualifications
  - The person's history of working with children
  - References that specifically address suitability for the job and working with children
  - A statutory declaration attesting to the absence of charges and allegations of improper conduct relating to children

Staff induction

All newly appointed staff will be expected to participate in our child safety and wellbeing induction program before they begin work onsite. The program will include:

- Satisfactory completion of the Mandatory Reporting Online Module
- The Child Safety and Wellbeing Policy (this document)
- The Child Safety Code of Conduct
- The Child Protection Policies (see links at the end of this document)
- The Staff Manual, and
- Any other child safety and wellbeing information that College leadership considers appropriate to the nature of the role.

Qualifications, experience and attributes of staff

Teaching Staff

All teaching staff must demonstrate their character, reputation and conduct are such that they should be allowed to teach in a school. They do this by:

- Having satisfactorily completed the necessary education and training (usually four years or equivalent teaching degree at university) in line with the Education and Training Reform Act 2006. A full list of suitable qualifications and experience can be found on the Victorian Institute of Teaching (VIT) website.
- Meeting suitability and fitness requirements as outlined by the VIT. The VIT registration process checks for instances that may result in a teacher being deemed unsuitable including:
  - where they have been charged with a criminal offence
  - where they are subject to a disciplinary investigation

- where there has been disciplinary action taken against the person (such as receiving a written warning from their employer)
- where they have been the subject of a finding of reportable conduct by The Commission for Children and Young People (CCYP)
- where they have received a Working with Children (WWC) interim exclusion or WWC exclusion (formerly known as an interim negative notice or negative notice) from Working with Children Check Victoria, and
- where they are suffering from a physical or mental impairment that seriously detrimentally affects their ability to practise as a teacher.

Non-teaching staff

All non-teaching staff must demonstrate their character, reputation and conduct are such that they should be allowed to work within a school. They do this by:

- Having satisfactorily completed the relevant training for their position, as required for that job. (e.g. Bus drivers must have their Heavy Vehicle Licence endorsed by VicRoads to operate the school busses.)
- Meeting the suitability requirements for working with children. The Working with Children Check (WWCC) clearance process screens for sexual, violent and drug offences and relevant disciplinary regulatory findings made by the agencies listed in the Worker Screening Act 2020. A list of offences that are screened for is listed on the WWCC website.

More detail regarding the requirements, duties and responsibilities for different roles within the College can be found in the Screening Checks Procedure for Working with Children document.

Ongoing supervision and management of staff

All staff engaged in child-connected work will be supervised appropriately to ensure that their behaviour towards children is safe and appropriate.

Staff will be monitored and assessed to ensure their continuing suitability for child-connected work. This will be done by:

- Collecting curriculum planning documents and reviewing them to check that, where possible, child safety is promoted
- Continuing our practice of allocating all new staff with a mentor who meets with them regularly and works through important information (such as policies) with them
- Ensuring the beginning-of-year whole-staff professional development covers understanding of and adherence to the child safety and wellbeing policy and code of conduct
- Continuing a program of classroom observation visits from members of staff in positions of responsibility

Inappropriate behaviour towards children and young people will be managed swiftly and in accordance with our College policies and our legal obligations. Child safety and well-being are and will be paramount.

Suitability of volunteers

All volunteers are required to comply with our Volunteers Policy (to be created in 2022) which describes how we assess the suitability of prospective volunteers and outlines expectations about child safety and wellbeing induction and training, and supervision and management. It will also assist volunteers to understand the diverse circumstances students may experience and how to promote equity and safety for all children.

Visitors to the College

Onsite visitors, including pre-service teachers, contractors, tutors and parent volunteers must all sign in at reception and provide evidence of their Working with Children Check (or equivalent.)

Where an intervention order is in place relating to a student, the relevant staff will be apprised to mitigate potential risks.

Further information on the sign-in process can be found in the Screening Checks Procedure for Working with Children document.

CHILD SAFETY KNOWLEDGE, SKILLS AND AWARENESS

Ongoing training and education are essential to ensuring that staff understand their roles and responsibilities and develop their capacity to effectively address child safety and wellbeing matters.

In addition to the child safety and wellbeing induction, our staff will participate in a range of training and professional learning to equip them with the skills and knowledge necessary to maintain a child-safe environment.

Staff child safety and wellbeing training will be delivered at least annually and will include guidance on:
- Our College's child safety and wellbeing policies, procedures, codes, and practices
- Mandatory reporting and duty of care obligations
- Recognising indicators of child harm including harm caused by other children and students
- Responding effectively to issues of child safety and wellbeing and supporting colleagues who disclose harm
- How to build culturally safe environments for children and students
- Information sharing and recordkeeping obligations
- How to identify and mitigate child safety and wellbeing risks in the College environment.

All teaching and relevant support staff will also complete the Protecting Children – Mandatory Reporting and Other Legal Obligations online module annually.

Other professional learning and training on child safety and wellbeing, for example, training for our volunteers, will be tailored to specific roles and responsibilities and any identified or emerging needs or issues.

College Board training and education

To ensure our College Board is equipped with the knowledge required to make decisions in the best interests of student safety and wellbeing, and to identify and mitigate child safety and wellbeing risks in our college environment, the Board is trained at least annually. Training includes guidance on:
- Individual and collective obligations and responsibilities for implementing the Child Safe Standards and managing the risk of child abuse
- Child safety and wellbeing risks in our college environment
- Victory Christian College child safety and wellbeing policies, procedures, codes and practices
- Privacy guidelines

COMPLAINTS AND REPORTING PROCESSES

Victory Christian College fosters a culture that encourages staff, volunteers, students, parents, and the College community to raise concerns and complaints.

We have clear pathways for raising complaints and concerns, and how to respond. This is documented in our College's Complaint Policy. The Complaints Policy can be found on the College website. Moreover, students can access easy-to-understand information regarding the complaints process in their student diaries.

If there is an incident, disclosure, allegation or suspicion of child abuse, all staff and volunteers (including the College Board) must follow our Child Protection policies (see links at the end of this document). Our policy and procedures address complaints and concerns of child abuse made by or about a child or student, College staff, volunteers, contractors, service providers, visitors or any other person while connected to the College.

As soon as any immediate health and safety concerns are addressed, and relevant College staff have been informed, we will ensure our College follows:

- The Four Critical Actions for complaints and concerns relating to adult behaviour towards a child **AND/OR**
- The Four Critical Actions: Student Sexual Offending for complaints and concerns relating to student sexual offending

Any person within the school making a report will use the document entitled 'PROTECT Responding to Suspected Child Abuse: A Template for all Victorian Schools' (PROTECT report template), which follows the Four Critical Actions. This template guides staff to outline how the student will be provided with ongoing support, and to identify other children who may be at risk of abuse.

The template includes ongoing support processes for students who are affected by abuse such as development of a student care plan which may involve in-school counselling, referrals to external agencies and/or the development of a safety plan.

Allegations of misconduct against a staff member, contractor or volunteer, which meet the Reportable Conduct Scheme criteria must be reported by the Principal to the Commission for Children and Young People, within three business days of the report to DFFH Child Protection being made.

Mandatory/voluntary reporting requirements are documented in the Child Protection Policies (see list at the end of this document).

PRIVACY AND INFORMATION SHARING

Victory Christian College collects, uses, and discloses information about children and their families in accordance with Victorian privacy laws, and other relevant laws. For information on how our College collects, uses and discloses information refer to the College's Privacy Policy and Child Protection: Mandatory Reporting Policy.

RECORDS MANAGEMENT

We acknowledge that good records management practices are a critical element of child safety and wellbeing and manage our records in accordance with the Australian Archiving Standards. Further information about how VCC staff keep and manage records can be found in the Child Protection: Mandatory Reporting Policy.

REVIEW OF CHILD SAFETY PRACTICES

At Victory Christian College, we have established processes for the review and ongoing improvement of our child safety policies, procedures, and practices.
We will:
- Review and improve our policy every 2 years or after any significant child safety incident
- Analyse any complaints, concerns, and safety incidents to improve policy and practice
- Act with transparency and share pertinent learnings and review outcomes with college staff and our college community.

SUMMARY OF CHILD SAFE STANDARDS

Ministerial Order 1359	
Child Safe Standard 1 Organisations establish a culturally safe environment in which the diverse and unique identities and experiences of Aboriginal children and young people are respected and valued	**Child Safe Standard 7** Processes for complaints and concerns are child-focused

Child Safe Standard 2 Child safety and wellbeing are embedded in organisational leadership, governance and culture	**Child Safe Standard 8** Staff and volunteers are equipped with the knowledge, skills and awareness to keep children and young people safe through ongoing education and training
Child Safe Standard 3 Children and young people are empowered about their rights, participate in decisions affecting them and are taken seriously	**Child Safe Standard 9** Physical and online environments promote safety and wellbeing while minimising the opportunity for children and young people to be harmed
Child Safe Standard 4 Families and communities are informed and involved in promoting child safety and wellbeing	Child Safe Standard 10 Implementation of the Child Safe Standards is regularly reviewed and improved
Child Safe Standard 5 Equity is upheld and diverse needs respected in policy and practice	**Child Safe Standard 11** Policies and procedures document how the organisation is safe for children and young people
Child Safe Standard 6 People working with children and young people are suitable and supported to reflect child safety and wellbeing values in practice	

RELEVANT LEGISLATION AND REGULATIONS

- Child Wellbeing and Safety Act 2005 (Vic)
- Children, Youth and Families Act 2005
- Crimes Act 1958 (Vic)
- Education and Training Reform Act 2006
- Family Violence Protection Act 2008
- Ministerial Order 1359
- Worker Screening Act 2020
- Working with Children Act 2005
- Victorian Institute of Teaching Act 2001

RELATED POLICIES AND PROCEDURES

This Child Safety and Wellbeing Policy is to be read in conjunction with other related College policies, procedures, and codes. These include our:

- Bullying and Harassment Policy
- Camps and Excursions Policy
- Child Protection- Failure to Disclose Policy
- Child Protection- Failure to Protect Policy
- Child Protection- Grooming Policy
- Child Protection- Mandatory Reporting Policy
- Child Safety Code of Conduct
- Complaints Procedure Policy
- Discipline Policy
- Gender Identity Administrative Guidelines
- ICT and Internet Acceptable Use Policy
- Inclusion and Diversity Policy (In development 2022)
- Privacy Policy
- Screening Checks Procedure for Working with Children
- Student diary entry- Child Protection Fact Sheet and PROTECT Child Protection Poster
- Swimming Policy
- Visitors Policy (In development 2022)
- Volunteers Policy (In development 2022)

RELATED RESOURCES

- [CCYP Guide for Creating a Child Safe Organisation](#)
- [Child Protection Manual](#) (online), Department of Families, Fairness and Housing.
- [PROTECT Responding to Suspected Child Abuse: A Template for all Victorian Schools](#)
- [Royal Commission into Institutional Responses to Child Sexual Abuse](#)
- [The Four Critical Actions for Schools](#)
- [The Four Critical Actions: Student Sexual Offending](#)