



# Wangaratta Primary School

## Child Safe Recruitment Policy - Standard 4

This policy was last updated in January, 2020 and should be reviewed every 4 years.

### **GLOBAL STATEMENT:**

Wangaratta Primary School is committed to the safety and wellbeing of all children and young people. This will be the primary focus of our care and decision-making.

Wangaratta Primary School has zero tolerance for child abuse.

Wangaratta Primary School is committed to providing a child safe environment where children and young people are safe and feel safe, and their voices are heard about decisions that affect their lives. Particular attention will be paid to the cultural safety of Aboriginal children and children from culturally and/or linguistically diverse backgrounds, as well as the safety of children with a disability.

Every person involved in Wangaratta Primary School has a responsibility to understand the important and specific role he/she plays individually and collectively to ensure that the wellbeing and safety of all children and young people is at the forefront of all they do and every decision they make.

### **THE CHILD SAFE STANDARDS:**

To create and maintain a child safe organisation, an entity to which the standards apply must have:

**Standard 1:** Strategies to embed an organisational culture of child safety, including through effective leadership arrangements (See Child Safe Action Plan)

**Standard 2:** A child safe policy or statement of commitment to child safety (See *Rationale of this Policy*)

**Standard 3:** A code of conduct that establishes clear expectations for appropriate behaviour with children (See Child Safety Code of Conduct)

**Standard 4:** Screening, supervision, training and other human resources practices that reduce the risk of child abuse by new and existing personnel (See Child Safe Recruitment Practices policy)

**Standard 5:** Processes for responding to and reporting suspected child abuse (See *Child Safety Reporting Policy and Obligations, Responding to Suspected Child Abuse: Template for Victorian Schools*)

**Standard 6:** Strategies to identify and reduce or remove risks of child abuse (See Risk Management Plan)

**Standard 7:** Strategies to promote the participation and empowerment of children (See *Student Wellbeing and Engagement Policy and the Inclusion and Diversity Policy*)

## IMPLEMENTATION:

- Our school has developed policies and procedures that aim to keep children safe. The standards will provide a framework to identify gaps and improve policy and practices around child safety.
- At Wangaratta Primary School we believe that our in-depth Child Safe Policy and Code of Conduct enables the monitoring of risk and risk management.

In our planning, decision-making and operations Wangaratta Primary School will:

- Take a preventative, proactive and participatory approach to child safety;
- Value and empower children to participate in decisions which affect their lives;
- Foster a culture of openness that supports all persons to safely disclose risks of harm to children
- Respect the diversity of Aboriginal and Torres Straight Islanders, along with other culture's and child rearing practices while keeping child safety paramount;
- Provide written guidance on appropriate conduct and behaviour towards children;
- Engage only the most suitable people to work with children and have high quality staff and volunteer supervision and professional development;
- Ensure children know who to talk with if they are worried or are feeling unsafe, and that they are comfortable and encouraged to raise such issues;
- Report suspected abuse, neglect or mistreatment promptly to the appropriate authorities;
- Share information appropriately and lawfully with other organisations where the safety and wellbeing of children is at risk; and
- Value the input of and communicate regularly with families and carers.