



Leadership In A Child Safe Environment

Child Safe Standard 1

Working with children can be very rewarding, and it brings additional responsibilities. I protect children from abuse at Mackellar Primary School (MPS), and build an environment where children feel respected, valued and encouraged to reach their full potential. This requires a culture of child safety to be embedded throughout MPS so that child safety is part of everyone's everyday thinking and practice. Such a culture is achieved through proactive leadership in demonstrating appropriate values, attitudes and behaviours.

A child safe environment is the product of a range of strategies and initiatives. Mackellar Primary School fosters a culture of openness, inclusiveness and awareness. Children and adults are informed about what to do if they observe or are subject to abuse or inappropriate behaviour.

All staff and volunteers 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.

Governance in a child safe environment

Leadership take preventative, proactive and participatory approaches to child safety issues. The safety and wellbeing of children at Mackellar Primary School is the paramount consideration when developing activities, policies and management practices.

Leadership responsibilities

Leadership is responsible for embedding a culture of child safety at Mackellar Primary School, including by using the below tools. Leadership takes the lead in protecting children from abuse, and must be made aware of child abuse allegations and risks and take responsibility for ensuring an appropriate response.

I ensure that all allegations of child abuse and child safety concerns are treated very seriously by all staff at Mackellar Primary School. This includes complying with all legal requirements, including reporting suspicions of child abuse to police and/or child protection.

If leadership believe a child is at immediate risk of abuse, leadership phone 000.

Identify and analyse risk of abuse

Mackellar Primary School adopts approaches to prevent, detect and respond to child abuse risks. This includes a risk management strategy and policy (Child Safety Standard Six) that sets out how we identify, assess, and take steps to reduce or remove child abuse risks.

Develop a child safe policy

Mackellar Primary School has developed a child safe policy (Child Safety Standard Two) which outlines our statement of commitment to promoting children's wellbeing and protecting children from abuse.

Develop codes of conduct

Mackellar Primary School has a code of conduct which specifies the standards of conduct and care required when working and interacting with children, or include elements of child safety in an existing code. For example, Mackellar Primary School Code of Conduct (Child Safety Standard Three). To encourage appropriate behaviour between children, every child is involved in creating a Class Code of Cooperation at the beginning of each year. The Code of Cooperation also reflects wider school values and expectations.

Choose suitable employees and volunteers

Mackellar Primary School takes all reasonable steps to ensure that it engages the most suitable and appropriate people to work with children (Child Safety Standard Four). This includes police record and identity checks and Working with Children Checks where required, face-to-face interviews and detailed reference checks from previous employers, including from the applicant's most recent line manager. The school's Recruitment Practices for Child Safe Organisations (Child Safety Standard Five) outlines further information.

Support, train, supervise and enhance performance

Mackellar Primary School ensures that volunteers and employees who work with children have ongoing supervision, support and training so that their performance is developed and enhanced to help protect children from abuse. In particular, leadership, managers and a Child Safety Officer who understands her responsibilities and has knowledge of child safety issues, and is a point of contact for others who have questions or concerns or want to report an allegation of abuse. Child safety duties are clearly stated in the Child Safety Officer job description. The school's Human Resources Practices for Child Safe Organisations resource contains further information.

Promote inclusion

Mackellar Primary School is inclusive to all children and families. Our school culture supports:

- cultural safety for Aboriginal children, for example by working in partnership with Aboriginal peoples and Aboriginal community controlled organisations
- cultural safety for children from culturally and/or linguistically diverse backgrounds, for example by using inclusive language and images in policy documents, and communications such as the website and newsletters
- the safety of children with a disability, for example by ensuring our school is accessible to everyone and ensuring appropriate training and supervision of staff and volunteers working with children with a disability.

Empower and promote the participation of children in decision-making

Mackellar Primary School promotes the involvement and participation of children in developing and maintaining child safe environments (Child Safety Standard 7). For example, we provide opportunities for children to express their views on our school's child safe policy or code of conduct, and then incorporate this feedback to improve our policies and practices. Ideas from children are sought through conversations and feedback sessions.

I listen to children and take them seriously, particularly if they are disclosing abuse or concerns for their safety or the safety of other children.

If I believe a child is at immediate risk of abuse, I phone 000.

I agree to adhere to this Code of Conduct:

Name:
Matthew Borg

Signature:
Matthew Borg

Date:
17/11/16

Reference:
Child Safe Standards Toolkit