



Child Safety Policy

Policy Authors: College Executive

Ratified: Board of Governance

Date: 24 August 2016

Review: July 2017



Contents

1. Purpose of the Policy	3
2. Principles	3
3. Definitions used in this Policy	4
4. Policy Commitments.....	5
5. Responsibilities and Organisational Arrangements.....	6
5.1 Guide to Responsibilities of College Leadership	7
5.2 Guide to Responsibilities of College Staff	7
5.3 Organisational Arrangements	7
6. Expectation of our College Staff – Child Safety Code of Conduct.....	8
7. Student Safety and Participation	8
8. Reporting and Responding	8
9. Screening and Recruitment of College Staff.....	9
10. Child Safety – Education and Training for College Staff.....	9
11. Risk Management	10
12. Relevant Legislation.....	10
13. Related Policies	11
Catholic Education Melbourne Policies	11
College Policies	11
14. Breach of Policy.....	11
15. Review of this Child Safety Policy.....	11
16. References.....	12



Introduction

At Ave Maria College we hold the care, safety and wellbeing of children and young people as a central and fundamental responsibility of our college. Our commitment is drawn from and inherent in the teaching and mission of Jesus Christ, with love, justice and the sanctity of each human person at the heart of the gospel ([CECV Commitment Statement to Child Safety](#)).

Our College Motto, *Striving for Truth, through Love*, guides our collective efforts in enabling our young women to thrive in recognising the truth of God's love and their own call to seek truth and love, in themselves and in their relationships with others.

As a College established by the Franciscan Missionaries of Mary (FMM), we seek to live out the Franciscan charism, laid out and lived by St Francis of Assisi, who modelled his life on the message and person of Jesus Christ.

Our College Vision, Mission and Values reflect our belief in the goodness of all and our belief in students' capacity for excellence and fullness of life in all their endeavours.

The person of each individual human being, in his or her material and spiritual needs, is at the heart of Christ's teaching: that is why the promotion of the human person is the goal of the Catholic school (Congregation for Catholic Education 1997, n. 9).

1. Purpose of the Policy

The purpose of this policy is to demonstrate the strong commitment of **Ave Maria College** to the care, safety and wellbeing of all students at our college. It provides an outline of the policies, procedures and strategies developed to keep students safe from harm, including all forms of possible abuse in our college environment, on campus, online and in other locations.

This policy takes into account relevant legislative requirements within the state of Victoria, including the specific requirements of the Victorian Child Safe Standards as set out in [Ministerial Order No. 870](#).

This policy applies to college staff, including college employees, volunteers, contractors and clergy.

2. Principles

Our foundational principles are those drawn from the narrative of our faith and Franciscan heritage. Operating within the Catholic mission of the Church, and inspired by Franciscan principles, we nurture in our young women integrity, compassion for others, deep respect and love for life and a gratitude that recognises all good as a gift from our Creator God, for all.

In living out these values, we have established a warm, relational learning environment. We recognise the need for our young women to feel safe, to be known, cared for, catered for and challenged. We strive to enable every student to pursue all that she can be. Ave Maria College is an Accredited Restorative College and has in place a clearly articulated statement of practice regarding the best learning environment for young women to thrive within our 'Creating and Maintaining a Positive Learning Environment' ([C.A.M.P.L.E.](#)) document. These commitments guide our policies, procedures and practices in relation to student conduct and engagement.



Catholic schools have a moral, legal and mission-driven responsibility to create nurturing school environments where children and young people are respected, their voices are heard, they are safe and feel safe ([CECV Commitment Statement to Child Safety](#)).

The following principles underpin our commitment to child safety at Ave Maria College

- All students deserve, as a fundamental right, safety and protection from all forms of abuse and neglect.
- Our college works in partnership with families and the community to ensure that they are engaged in decision-making processes, particularly those that have an impact on child safety and protection.
- All students have the right to a thorough and systematic education in all aspects of personal safety, in partnership with their parents/guardians/caregivers.
- All adults in our college, including teaching and non-teaching staff, clergy, volunteers, and contractors, have a responsibility to care for children and young people, to positively promote their wellbeing and to protect them from any kind of harm or abuse.
- The policies, guidelines and codes of conduct for the care, wellbeing and protection of students are based on honest, respectful and trusting relationships between adults, children and young people.
- Policies and practices demonstrate compliance with legislative requirements and cooperation with the Church, governments, the police and human services agencies.
- All persons involved in situations where harm is suspected or disclosed must be treated with sensitivity, dignity and respect.
- Staff, clergy, volunteers, contractors, parents and students should feel free to raise concerns about child safety, knowing these will be taken seriously by college leadership.
- Appropriate confidentiality will be maintained, with information being provided to those who have a right or a need to be informed, either legally or pastorally.

3. Definitions used in this Policy

Child: A child or a young person enrolled as a student at the college.

Child abuse includes:

- (a) any act committed against a child involving:
 - (i) a sexual offence
 - (ii) an offence under section 49B(2) of the **Crimes Act 1958** (grooming)
- (b) the infliction, on a child, of:
 - (i) physical violence
 - (ii) serious emotional or psychological harm
- (c) serious neglect of a child. ([Ministerial Order No. 870](#))

Child safety encompasses matters related to protecting all children from child abuse, managing the risk of child abuse, providing support to a child at risk of child abuse, and responding to incidents or allegations of child abuse. ([Ministerial Order No. 870](#))



Child neglect includes a failure to provide the child with an adequate standard of nutrition, medical care, clothing, shelter or supervision to the extent that the health and physical development of the child is significantly impaired or placed at serious risk. (PROTECT: Identifying and responding to all forms of abuse in Victorian schools)

Child physical abuse: Generally, consists of any non-accidental infliction of physical violence on a child by any person. (PROTECT: Identifying and responding to all forms of abuse in Victorian schools)

Child sexual abuse is when a person uses power or authority over a child to involve them in sexual activity. It can include a wide range of sexual activity and does not always involve physical contact or force. (PROTECT: Identifying and responding to all forms of abuse in Victorian schools)

Emotional child abuse occurs when a child is repeatedly rejected, isolated or frightened by threats, or by witnessing family violence. (PROTECT: Identifying and responding to all forms of abuse in Victorian schools)

Grooming is when a person engages in predatory conduct to prepare a child for sexual activity at a later date. It can include communication and/or attempting to befriend or establish a relationship or other emotional connection with the child or their parent/carer. (PROTECT: Identifying and responding to all forms of abuse in Victorian schools)

Mandatory Reporting: The legal requirement under the Children, Youth and Families Act 2005 (Vic.) to protect children from harm relating to physical and sexual abuse. The principal, teachers, medical practitioners and nurses at a school are mandatory reporters under this Act. (PROTECT: Identifying and responding to all forms of abuse in Victorian schools)

Reasonable Belief: When school staff are concerned about the safety and wellbeing of a child or young person, they must assess that concern to determine if a report should be made to the relevant agency. This process of considering all relevant information and observations is known as forming a 'reasonable belief'. A 'reasonable belief' or a 'belief on reasonable grounds' is not the same as having proof but is more than mere rumour or speculation. A 'reasonable belief' is formed if a reasonable person in the same position would have formed the belief on the same grounds. (PROTECT: Identifying and responding to all forms of abuse in Victorian schools)

School environment means any physical or virtual place made available or authorised by the college governing authority for use by a child during or outside college hours, including:

- (a) a campus of the college
- (b) online college environments (including email and intranet systems)
- (c) other locations provided by the college for a child's use (including, without limitation, locations used for college camps, sporting events, excursions, competitions, and other events). ([Ministerial Order No. 870](#))

College staff means an individual working in a college environment who is:

- (a) directly engaged or employed by a college governing authority
- (b) a volunteer or a contracted service provider (whether or not a body corporate or any other person is an intermediary)
- (c) a minister of religion. ([Ministerial Order No. 870](#))

4. Policy Commitments

All students enrolled at Ave Maria College have the right to feel safe and be safe. The wellbeing of children in our care will always be our first priority and we do not and will not tolerate child abuse. We aim to create a child-safe and child-friendly environment where children are free to enjoy life to the full without any

concern for their safety. There is particular attention paid to the most vulnerable children, including Aboriginal and Torres Strait Islander children, children from culturally and/or linguistically diverse backgrounds, and children with a disability.

Our commitment to our students

- (a) We commit to the safety and wellbeing of all children and young people enrolled in our college.
- (b) We commit to providing children and young people with positive and nurturing experiences.
- (c) We commit to listening to children and young people and empowering them by taking their views seriously, and addressing any concerns that they raise with us.
- (d) We commit to taking action to ensure that children and young people are protected from abuse or harm.
- (e) We commit to teaching children and young people the necessary skills and knowledge to understand and maintain their personal safety and wellbeing.
- (f) We commit to seeking input and feedback from students regarding the creation of a safe college environment.

Our commitment to parents and carers

- (a) We commit to communicating honestly and openly with parents and carers about the wellbeing and safety of their children.
- (b) We commit to engaging with, and listening to, the views of parents and carers about our child-safety practice, policies and procedures.
- (c) We commit to transparency in our decision-making with parents and carers where it will not compromise the safety of children or young people.
- (d) We commit to acknowledging the cultural diversity of students and families, and being sensitive to how this may impact on student safety issues.
- (e) We commit to continuously reviewing and improving our systems to protect children from abuse. This policy will be reviewed on an annual basis by College Executive and Board of Governance.

Our commitment to our college staff (college employees, volunteers, contractors and clergy)

- (a) We commit to providing all Ave Maria College staff with the necessary support to enable them to fulfil their roles. This will include regular and appropriate learning opportunities.
- (b) We commit to providing regular opportunities to clarify and confirm policy and procedures in relation to child safety and the protection and wellbeing of young people. This will include annual training in the principles and intent of the Child Safety Policy and Child Safety Code of Conduct, and staff responsibilities to report concerns.
- (c) We commit to listening to all concerns voiced by Ave Maria College staff, clergy, volunteers, and contractors about keeping children and young people safe from harm.
- (d) We commit to providing opportunities for Ave Maria College employees, volunteers, contractors and clergy to receive formal debriefing and counselling arising an instance of abuse of a child or young person.

5. Responsibilities and Organisational Arrangements

Everyone employed or volunteering at Ave Maria College 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 students is at the forefront of all they do and every decision they make. ([CECV Commitment Statement to Child Safety](#))

The college has allocated roles and responsibilities for child safety as follows:

5.1 Guide to Responsibilities of College Leadership

The Principal, the college Board of Governance and college leaders at Ave Maria College recognise their particular responsibility to ensure the development of preventative and proactive strategies that promote a culture of openness, awareness of and shared responsibility for child safety. Responsibilities include:

- creating an environment for children and young people to be safe and to feel safe
- upholding high principles and standards for all staff, clergy, volunteers, and contractors
- promoting models of behaviour between adults and children and young people based on mutual respect and consideration
- ensuring thorough and rigorous practices are applied in the recruitment, screening and ongoing professional learning of staff
- ensuring that college personnel have regular and appropriate learning to develop their knowledge of, openness to and ability to address child safety matters
- providing regular opportunities to clarify and confirm legislative obligations, policy and procedures in relation to child and young people’s protection and wellbeing
- ensuring the college meets the specific requirements of the Victorian Child Safe Standards as set out in [Ministerial Order No. 870](#).

ensuring the school takes specific action to protect children from abuse in line with the three new criminal offences introduced under the Crimes Act 1958 (Vic.) and in line with the PROTECT: Identifying and responding to all forms of abuse in Victorian schools.

5.2 Guide to Responsibilities of College Staff

Responsibilities of college staff (college employees, volunteers, contractors and clergy) include:

- treating children and young people with dignity and respect, acting with propriety, providing a duty of care, and protecting children and young people in their care
- following the legislative and internal college processes in the course of their work, if they form a reasonable belief that a child or young person has been or is being abused or neglected
- providing a physically and psychologically safe environment where the wellbeing of children and young people is nurtured
- undertaking regular training and education in order to understand their individual responsibilities in relation to child safety and the wellbeing of children and young people
- assisting children and young people to develop positive, responsible and caring attitudes and behaviours which recognise the rights of all people to be safe and free from abuse
- following the college Child Safety Code of Conduct.

5.3 Organisational Arrangements

The College has adopted a devolved and distributed organisational arrangement to oversee Child Safety matters, under the leadership of the College Executive.

Standard 1	College Executive
Standard 2 & 3 – Policy & Code of Conduct	College Executive, Principal, Business Manager, Staff Reference Group – Child Safety
Standard 4 & 6 – HR and Risk Assessment	College Executive, sub-committee (Business Manager, Deputy Principal, Principal PA)
Standard 5 – Responding and reporting	College Executive, sub-committee (Heads of School, Deputy Principal)
Standard 7 – Educating & empowering students	College Executive, sub-committee (Heads of School)
Consultation, Communication & Compliance reporting	Principal, Business Manager, Assistant to Business Manager, Staff Reference Group



The College Executive, in consultation with the Child Safety Reference Group, will ensure that each of the above named standards are embedded within College function. In developing an embedded approach, Child Safety will be a standing item within College meeting structures to increase awareness and ensure compliance in meeting the Standards.

6. Expectation of our College Staff – Child Safety Code of Conduct

As a community, we expect college employees, volunteers, contractors and clergy to proactively ensure the safety of students at all times and to take appropriate action if there are concerns about the safety of any child at the college. All college staff must remain familiar with the relevant laws, the code of conduct, and policies and procedures in relation to child protection and to comply with all requirements. We have developed a [Child Safety Code of Conduct](#), which recognises the critical role that college staff play in protecting the students in our care. The Code establishes clear expectations of college employees, volunteers, contractors and clergy for appropriate behaviour with children in order to safeguard them against abuse and or neglect.

Our Code also protects college staff through clarification of acceptable and unacceptable behaviour.

7. Student Safety and Participation

At Ave Maria College, we actively encourage all students to openly express their views and feel comfortable about giving voice to the things that are important to them.

We teach students about what they can do if they feel unsafe and enable them to understand, identify, discuss and report on child safety. We listen to and act on any concerns students, or their parents or carers, raise with us.

There are a number of avenues through which students are educated about personal safety. These include the Year Level Wellbeing programs. Each program is aimed at addressing developmental and wellbeing needs for the age group. At year 7, 8 and 10 students have a wellbeing / personal development day which includes workshops on the issues of physical and online safety. All wellbeing plans from 2017 onward will include specific activities and education sessions on how to identify, discuss and report child safety issues. In the Health and Physical Education and Religious Education Curricula, there are also opportunities for discussion on topics of significance to personal health and safety and relationships.

The wellbeing programs, along with College student wellbeing support structures of Homeroom Teachers, Year Level Team leaders, Student Counsellor and Heads of School provide avenues for students to openly express their feelings and views. Likewise the Student Leadership program, where there are a range of students in official positions such as Year Level Captains, Homeroom Ambassadors and Faith and Social Justice leaders provide an additional avenue for student voice both formally and informally.

The overarching guidelines for appropriate behaviour are outlined in the College 'Creating and Maintaining a Positive Learning Environment' ([C.A.M.P.L.E.](#)) document. Expectations and consequences are outlined in this document, which is published in the Student Planner and posted in every classroom.

8. Reporting and Responding

Our college records any child safety complaints, disclosures or breaches of the Child Safety Code of Conduct, and stores the records in accordance with security and privacy requirements. Our college complies with legal obligations that relate to managing the risk of child abuse under the *Children, Youth and Families Act 2005* (Vic.), the *Crimes Act 1958* (Vic.) and the recommendations of the [Betrayal of Trust](#) report.



Child protection reporting obligations fall under separate pieces of legislation with differing reporting requirements.

Our college's **Child Protection – Reporting Policy [Mandatory Reporting Policy](#)**, updated in 2014, sets out the actions required under the relevant legislation when there is a reasonable belief that a child at our college is in need of protection or a criminal offence has been committed, and provides guidance and procedures on how to make a report.

Our policy assists staff, volunteers and families to:

- identify the indicators of a child or young person who may be in need of protection
- understand how a 'reasonable belief' is formed
- make a report of a child or young person who may be in need of protection
- comply with mandatory reporting obligations under child protection law and their legal obligations relating to criminal child abuse and grooming under criminal law.

Our college has also established internal processes to ensure that appropriate action is taken to respond to concerns about the wellbeing and/or safety of a student.

Our complaints and disclosure processes are outlined and detailed in the following policies and procedures:

- Anti-Bullying Policy
- Equal Opportunity Policy
- Mandatory Reporting Policy
- Restorative Practices Policy
- Student Safety with External Providers Policy
- Student Wellbeing Policy

9. Screening and Recruitment of College Staff

Ave Maria College will apply thorough and rigorous screening processes in the recruitment of employees, contractors and volunteers involved in child-connected work. Our commitment to child safety and our screening requirements are included in all advertisements for such employee, contractor and volunteer positions, and all applicants are provided with copies of the college's Child Safety Code of Conduct and the Child Safety Policy.

When recruiting and selecting employees, contractors and volunteers involved in child-connected work, we make all reasonable efforts to:

- confirm the applicant's Working with Children Check and National Police Check status and/or professional registration (as relevant)
- obtain proof of personal identity and any professional or other qualifications
- verify the applicant's history of work involving children
- obtain references that address the applicant's suitability for the job and working with children.

We have processes for monitoring and assessing the continuing suitability of college staff as well as all volunteers and contractors to work with children, including regular reviews of the status of Working with Children Checks and staff professional registration requirements such as Victorian Institute of Teaching (VIT) registration.

10. Child Safety – Education and Training for College Staff

Ave Maria College provides employees, contractors, volunteers and clergy with regular and appropriate opportunities to develop their knowledge of, openness to and ability to address child safety matters. This includes induction, ongoing training and professional learning to ensure that everyone understands their professional and legal obligations and responsibilities, and the procedures for reporting suspicion of child abuse and neglect.

Ave Maria College's induction program involves the introduction to new staff specifically on the College's student wellbeing policies, procedures and expectations; child safety is encompassed within these. Throughout the course of any given year, all staff undergo refresher training on current policies and procedures in regards to child safety as part of our professional learning program on student wellbeing. Any updates to policies and procedures are also factored into staff professional learning.

The College has a specifically tailored induction program for volunteers and contractors. This program covers the College's expectations in regards to child safety and conduct. Updates to policies and procedures are communicated to volunteers and contractors as appropriate.

11. Risk Management

At Ave Maria College we are committed to proactively and systematically identifying and assessing risks to student safety across our whole college environment, and reducing or eliminating (where possible) all potential sources of harm. We document, implement, monitor and periodically review our risk management strategies for child safety and ensure that the strategies change as needed and as new risks arise.

As defined in the [AMC Key Committees](#) document, the Student Wellbeing Team's primary purpose is "To further the development and implementation of the College's student wellbeing policies, procedures and expectations". Child Safety is a standing item on this agenda for the identification and risk assessment of child safety standards in the daily operations of student life at the College.

12. Relevant Legislation

- *Children, Youth and Families Act 2005* (Vic.)
- *Working with Children Act 2005* (Vic.)
- *Education and Training Reform Act 2006* (Vic.)
- *Equal Opportunity Act 2010* (Vic.)
- *Privacy Act 1988* (Cth)
- *Crimes Act 1958* (Vic.) – Three new criminal offences have been introduced under this Act:
 - a) **Failure to disclose offence:** Any adult who forms a reasonable belief that a sexual offence has been committed by an adult against a child under 16 has an obligation to report that information to police. Failure to disclose the information to police is a criminal offence.
 - b) **Failure to protect offence:** The offence will apply where there is a substantial risk that a child under the age of 16 under the care, supervision or authority of a relevant organisation will become a victim of a sexual offence committed by an adult associated with that organisation. A person in a position of authority in the organisation will commit the offence if they know of the risk of abuse and have the power or responsibility to reduce or remove the risk, but negligently fail to do so.
 - c) **Grooming offence:** This offence targets predatory conduct designed to facilitate later sexual activity with a child. Grooming can be conducted in person or online, for example via interaction through social media, web forums and emails.



13. Related Policies

Catholic Education Melbourne Policies

-
- [Policy 2.19: Child Protection – Reporting Obligations](#)
- [Policy 2.19a: School Guidelines –Police and DHHS Interview Protocols](#)
- Policy 2.20: Complaints Policy
- [Policy 2.26: Pastoral Care of Students in Catholic Schools CEM Guidelines for Behaviour Support](#)
- **CECV Whole School Approaches to Supporting Positive Behaviour**

College Policies (currently under review)

- [Anti-Bullying Policy](#)
- Equal Opportunity Policy
- [Mandatory Reporting Policy](#)
- [Restorative Practices Policy](#)
- [Social Media Policy](#)
- [Student Safety with External Providers Policy](#)
- [Student Wellbeing Policy](#)

14. Breach of Policy

Where an **employee** is suspected of breaching any obligation, duty or responsibility within this Policy, **Ave Maria College** may start the process under clause 13 of the *Victorian Catholic Education Multi Enterprise Agreement 2013* (VCEMEA) for managing employment concerns. This may result in disciplinary consequences.

Where the **Principal** is suspected of breaching any obligation, duty or responsibility within this policy, the concerned party is advised to contact the employer. Relevant notification should also be made to Catholic Education Melbourne (Office of Professional Conduct, Ethics and Investigation).

Where any **other member of the college community** is suspected of breaching any obligation, duty or responsibility within this policy, the college is to take appropriate action, including in accordance with: ***The Mandatory Reporting Policy, Child Protection – Reporting Obligations, Complaints Handling Procedure, Anti Bullying Policy*** and/or contact Catholic Education Melbourne (Office of Professional Conduct, Ethics and Investigation).

15. Review of this Child Safety Policy

At Ave Maria College we are committed to continuous improvement of our child safety systems and practices. We intend this policy to be a dynamic document that will be regularly reviewed to ensure it is working in practice and updated to accommodate changes in legislation or circumstance.

We will maintain a history of updates to the policy.

History of Updates to Policy

Date	Comment (e.g. major review, minor review)
July 2017	Minor review based on CECV recommendations



16. References

Catholic Education Commission of Victoria Ltd (CECV) 2016, [Commitment Statement to Child Safety: A safe and nurturing culture for all children and young people in Catholic schools](#).

Catholic Education Commission of Victoria Ltd (CECV) 2013, [Victorian Catholic Education Multi Enterprise Agreement 2013](#), CECV.

Congregation for Catholic Education 1997, [The Catholic School on the Threshold of the Third Millennium](#), Vatican.

Department of Education, 2016, PROTECT: Identifying and responding to all forms of abuse in Victorian schools

State of Victoria 2016, [Child Safe Standards – Managing the Risk of Child Abuse in Schools: Ministerial Order No. 870](#), Education & Training Reform Act 2006, Victorian Government Gazette No. S2.

Parliament of Victoria, Family and Community Development Committee, 2013, Betrayal of Trust

Policy Authors: College Executive
Ratified: Board of Governance
Date: 24 August 2016

Last major review:
Next major review: 31 December 2017