

Child Protection and Safety Policy



Statement of Commitment to Child Safety

Luther College is committed to the protection of all children from all forms of child abuse and demonstrates this commitment through the implementation of a comprehensive Child Protection Program designed to keep children safe.

At Luther College we have a zero tolerance for child abuse and are committed to acting in children's best interests and keeping them safe from harm. The College regards its child protection responsibilities with the utmost importance and as such, is committed to providing the necessary resources to ensure compliance with all relevant child protection laws and regulations and maintain a child safe culture.

Objectives

This policy provides the framework for:

- the development of work systems, practices, policies and procedures that promote child protection within the College
- the creation of a positive and robust child protection culture
- the promotion and open discussion of child protection issues within the College, and
- compliance with all laws, regulations and standards relevant to child protection in Victoria.

Definitions

Child Abuse	Child abuse includes sexual offences, grooming, physical violence, serious emotional or psychological harm, serious neglect and a child's exposure to family violence.
Volunteer	A volunteer is a person who works without payment or financial reward for the College and may be members of the parent/grandparent body or from the wider College or local community.
Direct contact	The Working with Children Act 2005 (Vic) as amended for 1 August 2017 defines 'direct contact' as any contact between a person and a child (aged under 18) that involves: <ul style="list-style-type: none">• physical contact; or• face to face contact; or• contact by post or other written communication; or• contact by telephone or other oral communication; or• contact by email or other electronic communication. Examples of Direct Contact Volunteer activities may include volunteers involved in College camps and excursions, coaching sporting teams or assisting in learning activities.
Direct Contact Volunteer	A volunteer who is in direct contact with a child aged under 18.
Indirect Contact Volunteers	Indirect contact volunteers are not responsible for supervising students and would not have "unsupervised" contact with students during the normal course of providing the volunteer service.

Child Safe Values & Principles

The College's commitment to child safety is based on the following overarching principles that guide the development and regular review of our work systems, practices, policies and procedures to protect children from abuse.

1. All children have the right to be safe.
2. The welfare and best interests of the child are paramount.
3. The views of the child and a child's privacy must be respected.
4. Clear expectations for appropriate behaviour with children are established in our Child Safety Code of Conduct and Staff and Student Professional Boundaries Policy.
5. The safety of children is dependent upon the existence of a child safe culture.
6. Child safety awareness is promoted and openly discussed within our College community.
7. Procedures are in place to screen all staff, volunteers, third party contractors and external education providers who have direct contact with children (see definitions).

There may be some specific circumstances where a third party contractor will not have been screened by the College. If this occurs specific processes will be put in place to ensure that the un-screened contractor will not be left unsupervised in the college grounds at any time.

8. Child safety and protection is everyone's responsibility.
9. Child protection training is mandatory for all College Council members, staff and volunteers.
10. Procedures for responding to alleged or suspected incidents of child abuse are simple and accessible for all members of the College community.
11. All children, especially those who are vulnerable for whatever reason, have a right to care and support.
12. Children from culturally or linguistically diverse backgrounds have the right to special care and support including those who identify as Aboriginal or Torres Strait Islander.
13. Children who have any kind of disability have the right to special care and support.

Child Protection Program

Luther College is committed to the effective implementation of our Child Protection Program and ensuring that it is appropriately reviewed and updated. We adopt a risk management approach by identifying key risk indicators and assessing child safety risks based on a range of factors including the nature of our College's activities, physical and online environments and the characteristics of the student body.

Our Child Protection Program relates to all aspects of protecting children from abuse and establishes work systems, practices, policies and procedures to protect children from abuse. It includes:

- clear information as to what constitutes child abuse and associated key risk indicators
- clear procedures for responding to and reporting allegations of child abuse
- strategies to support, encourage and enable staff, volunteers, Third Party Contractors, External Education Providers, parents and students to understand, identify, discuss and report child protection matters
- rigorous procedures for recruiting and screening College Council members, staff and volunteers

- procedures for reporting reportable conduct and/or misconduct
- pastoral care strategies designed to empower students and keep them safe
- policies with respect to cultural diversity and students with disabilities
- a mandatory child protection training program
- information regarding the steps to take after a disclosure of abuse to protect, support and assist children
- guidelines with respect to record keeping and confidentiality
- policies to ensure compliance with all relevant laws, regulations and standards (including the Victorian Child Safe Standards), and
- a system for continuous review and improvement.

As a part of Luther College's induction process, all staff and Direct Contact Volunteers are required to complete a selection of training modules on the content of our Child Protection Program.

All staff, Direct Contact Volunteers and College Council members are provided with additional, ongoing child protection training at least annually.

Staff, Volunteers, Third Party Contractors and External Education Providers are supported and supervised by the College's Child Safety Officers to ensure that they are compliant with the College's approach to child protection.

Responsibilities

Child protection is everyone's responsibility. At Luther College all members of the College Council and staff, as well as volunteers, have a shared responsibility for contributing to the safety and protection of children. Specific responsibilities include:

College Council

Each member of the College Council is required to ensure that appropriate resources are made available to allow the College's Child Protection and Safety Policy and the Child Protection Program to be effectively implemented within the College and are responsible for holding the Principal and management team accountable for effective implementation.

The Principal

The Principal is responsible, and will be accountable for, taking all practical measures to ensure that this Child Protection and Safety Policy and the College's Child Protection Program are implemented effectively and that a strong and sustainable child protection culture is maintained within the College.

The College's Child Safety Officers

A number of staff members are nominated as the College's Child Safety Officers. Our Child Safety Officers receive additional specialised training with respect to child protection issues. They are the first point of contact for raising child protection concerns within the College. They are also responsible for championing child protection within the College and assisting in coordinating responses to child protection incidents.

Students who are adults (i.e. Students aged 18 and older)

The College will inform and educate students who are aged 18 or older of their legal responsibilities in relation to Child Protection.

Staff Members

All staff are required to be familiar with the content of our Child Protection and Safety Policy and our Child Protection Program and their legal obligations with respect to the reporting of child abuse. It is each individual's responsibility to be aware of key risk indicators of child abuse, to be observant, and to raise any concerns they may have relating to child abuse with one of the College's Child Safety Officers.

Volunteers

All Volunteers, as defined in this policy, are required to be familiar with the content of our Child Protection and Safety Policy and our Child Safety Code of Conduct and their legal obligations with respect to the reporting of child abuse.

It is each individual's responsibility to be aware of key risk indicators of child abuse, to be observant, and to raise any concerns they may have relating to child abuse with one of the College's Child Safety Officers.

Third Party Contractors

All Third Party Contractors (service providers) engaged by the College are responsible for contributing to the safety and protection of children in the College environment.

The College may include this requirement in the written agreement between it and the service provider.

Direct Contact Contractors

Direct Contact Contractors are:

- those who have direct contact (see definitions) with students during the normal course of their work;
- those who may be in a position to establish a relationship of trust with a student notwithstanding that unsupervised access to students would be rare (for example full-time maintenance personnel); and
- any contractors whom a school is legally required to screen.

All service providers engaged by the College are required by the College to be appropriately screened and to be familiar with our Child Protection and Safety Policy and our Child Protection Program and their legal obligations with respect to the reporting of child abuse.

It is each individual's responsibility to be aware of key risk indicators of child abuse, to be observant, and to raise any concerns they may have relating to child abuse with one of the College's Child Safety Officers.

The College may include this requirement in the written agreement between it and the service provider.

Indirect Contact Contractors

Indirect Contact Contractors are those contractors who do not meet the definition of “Direct Contact Contractor”. Refer to Third Party Contractors’ Responsibilities for more information.

All service providers engaged by the College are required by the College to be familiar with our Child Protection and Safety Policy and our Child Protection Program.

The College may include this requirement in the written agreement between it and the service provider.

External Education Providers

An External Education Provider is any organisation that the College has arranged to deliver a specified course of study that is part of the curriculum, to a student or students enrolled at the College.

The delivery of such a course may take place on College premises or elsewhere.

All External Education Providers engaged by the College are responsible for contributing to the safety and protection of children in the College environment.

All External Education Providers engaged by the College are required by the College to be familiar with our Child Protection and Safety Policy and our Child Protection Program.

Luther College may include this requirement in the written agreement between it and the External Education Provider.

Reporting Child Protection Concerns

Our Child Protection Program provides detailed guidance for members of the College Council, staff and volunteers as to how to identify key risk indicators of child abuse and how to report child abuse concerns to one of our College's nominated Child Safety Officers. It also contains detailed procedures with respect to the reporting of child abuse incidents to relevant authorities.

Students or parents/guardians who have concerns that a child may be subject to abuse or grooming are asked to report concerns to one of our College's nominated Child Safety Officers.

Third party contractors, external education providers, students, parents/carers or other community members who have concerns that a Luther College student may be subject to abuse are asked to contact one of the College's Child Safety Officers.

Communications will be treated confidentially on a “need to know basis”.

Whenever there are concerns that a child is in immediate danger the Police should be called on 000.

Policy & Program Review

Luther College is committed to the continuous improvement of our Child Protection Program. The Program will be reviewed every three years for overall effectiveness and to ensure compliance with all child protection related laws, regulations and standards.

Related Programs, Policies and Procedures

- Child Protection Program
- Child Safety Code of Conduct
- Social Media Policy
- Positive Workplace Policy and Procedure
- Valuing Safe Communities Program
- Procedures for Responding to and Reporting Allegations of Child Abuse
- Reportable Conduct of Staff
- Risk Management Program
- Compliance Program
- Human Resources Program
- Student Care Program
- Occupational Health & Safety Program
- Child Protection Staff Training
- Recruitment & Selection Procedures
- Induction Procedures

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