



**Overnewton**  
Anglican Community College

# Child Safe Standards



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# Child Safe Standards

The Child Safe Standards recognise the critical importance of families and the broader school community in maintaining and promoting child safety and wellbeing.

Overnewton Anglican Community College (the College) is committed to providing a child safe and child friendly environment, where students are safe and feel safe. Our child safety and wellbeing policies and procedures outline the measures and strategies we have in place to support, promote, and maintain the safety and wellbeing of our students. The Child Safe Standards is accessible on the College website and easy to understand by students, parents/carers, staff and the community.

As valuable partners in promoting and maintaining child safety and wellbeing at the College we welcome and encourage your feedback.

If you have any suggestions, comments, or questions in relation to our child safe policies and practices, please email [HRAdministrative@overnewton.onmicrosoft.com](mailto:HRAdministrative@overnewton.onmicrosoft.com).

Child Safe Standard	Information	Resource
<p><b>Child Safe Standard 1</b></p> <p>Establish a culturally safe environment in which the diverse and unique identities and experiences of Aboriginal children and young people are respected and valued.</p>	<p>This standard requires schools to make sure Aboriginal children and young people feel safe.</p> <p>The term ‘Aboriginal’ includes Aboriginal and Torres Strait Islander peoples. It is important to be respectful of how individual children, students, their families and community refer to themselves, and use appropriate language.</p> <p>Cultural safety includes being provided with a safe, nurturing, and positive environment where Aboriginal children:</p> <ul style="list-style-type: none"> <li>feel culturally safe and help Aboriginal children and their families to be involved at our school.</li> <li>feel comfortable expressing their diverse identities, customs, beliefs, and languages.</li> <li>are supported, respected and value the identity and experiences of each child.</li> </ul>	<p><b>College Policies:</b></p> <ul style="list-style-type: none"> <li>Child Safety and Wellbeing Policy</li> <li>Anti-Bullying Policy</li> <li>Taking Responsibility Policy</li> </ul> <p><b>Department policies and resources:</b></p> <p><a href="#">Cultural safety for Aboriginal children (tip sheet)</a></p>
<p><b>Child Safe Standard 2</b></p> <p>Ensure that child safety and wellbeing are embedded in school leadership, governance, and culture.</p>	<p>This standard emphasises the vital role that school leaders and governing authorities have in establishing:</p> <ul style="list-style-type: none"> <li>A culture where child abuse and harm is not tolerated.</li> <li>Effective systems and processes to implement child safe policies and practices and processes to find, avoid, and stop risks of child abuse or harm.</li> </ul> <p>Schools must take deliberate steps to promote child safety and wellbeing and protect children by:</p> <ul style="list-style-type: none"> <li>Make a public commitment to child safety. This means that you let the community know that child safety is important to your school.</li> <li>Embedding and promoting a child safety culture at all levels of the organisation.</li> <li>School leaders actively modelling child safety.</li> <li>Ensuring that staff understand how to share information and keep records about child safety.</li> </ul>	<p><b>College Policies:</b></p> <ul style="list-style-type: none"> <li>Child Safety and Wellbeing Policy</li> <li>Child Safety Code of Conduct</li> <li>Volunteers Policy</li> <li>Child Safety Risk Register</li> </ul> <p><b>Department resources, programs and initiatives implemented at the school:</b></p> <p><a href="#">Identify child abuse</a>   schools.vic.gov.au</p> <p><a href="#">PROTECT Four Critical Actions</a></p> <p><a href="#">Records Management – School Records Policy</a> education.vic.gov.au</p> <p><a href="#">Guidance for child safety champions</a> (www.vic.gov.au)</p>

### Child Safe Standard 3

Children and young people are empowered about their rights, participate in decisions affecting them and are taken seriously

This standard supports schools to create a culture that values and promotes student participation. This includes:

- Children know about their rights, are taken seriously, and take part in decisions that affect them.
- Informing students about their rights and responsibilities in an age appropriate way.
- Recognising the importance of friendships and peer support.
- Enabling students to actively participate in creating a culture that is safe for them and their peers.
- Act on what children tell you so that they feel safe and want to stay involved in the school community.

#### College Policies:

- Child Safety and Wellbeing Policy
- Complaints and Appeals Policy
- Child Safety Responding and Reporting Obligations Policy

#### Department resources, programs and initiatives implemented at the College:

[PROTECT Responding to Student Sexual Offending Principal Checklist](#)

### Child Safe Standard 4

Families and communities are informed and involved in promoting child safety and wellbeing.

This standard highlights the importance of an open and transparent child safe culture for families and communities.

School tells families and communities about how they keep children safe from abuse and harm. They encourage them to be involved in keeping children safe from abuse and harm.

Schools must provide families and communities with accessible information about their child safe policies and practices and involve them in their approach to child safety and wellbeing.

#### College Policies:

- Child Safety and Wellbeing Policy

#### Department resources, programs and initiatives implemented at the College:

[PROTECT How to keep children safe easy English for parents and carers](#)

### Child Safe Standard 5

Equity is upheld, and diverse needs are respected in policy and practice.

This standard highlights schools understand that every child is different. They consider the individual needs of each child to give them the care and support they need.

Schools help and consider the needs of children who:

- Have a disability, are from different cultures, speak different languages, are unable to live at home, are lesbian, gay, bisexual, transgender, non-binary, gender diverse, or intersex.

#### College Policies:

- Child Safety and Wellbeing Policy
- Anti-Bullying Policy
- Gender Diversity and Inclusion Policy

### Child Safe Standard 6

People working with children and young people are suitable and supported to reflect child safety and wellbeing values in practice.

This standard focuses on ensuring that people who work with children and young people are suitable and supported to act in a child safe way. Schools should make child safety and wellbeing a key consideration when recruiting staff and volunteers.

As part of this standard, schools must:

- Ensure new staff know what they must do to keep children safe from abuse and harm.
- Develop robust procedures to ensure only suitable people work with children.
- Supervise staff and volunteers to ensure they prioritise the safety of children.
- Support staff and volunteers to understand their responsibilities.
- Make sure that staff and volunteers have the right background checks.

#### College Policies:

- Child Safety and Wellbeing Policy
- Volunteers Policy

#### Department resources, programs and initiatives implemented at the College:

[Protecting Children – Mandatory Reporting and Other Legal Obligations](#) (Online module to be completed annually)

### Child Safe Standard 7

Ensure that processes for complaints and concerns are child focused.

This standard focuses on ensuring that schools have complaints processes that are child-focused, culturally safe and accessible to everyone. All complaints seriously and respond quickly.

Ensure that children, families, staff, and volunteers all understand how the school manages complaints and concerns.

School policies, procedures, and practices:

- Have a complaints handling process focused on students and their safety needs.
- Are about how to report complaints to your school:
  - who to report to or when to make a report
  - how to report complaints to, and work with, police and other authorities.
- follow all laws about reporting, privacy, and employment.

#### College Policies:

- Child Safety and Wellbeing Policy
- Child Safety Responding and Reporting Obligations Policy and Procedures
- Complaints and Appeals Policy

#### Department resources, programs and initiatives implemented at the College:

[PROTECT Identifying and responding to All Forms of Abuse in Victorian Schools](#)

[Identify child abuse | schools.vic.gov.au](https://schools.vic.gov.au/identify-child-abuse)

[Identify and respond to student sexual offending | schools.vic.gov.au](https://schools.vic.gov.au/identify-and-respond-to-student-sexual-offending)

### 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

This standard focuses on building child safety knowledge, skills and awareness in staff, volunteers, and school governing authorities to keep children safe from abuse and harm.

All schools should deliver training to new and existing staff and volunteers. The training must be tailored to the needs of the school and the role the person perform at the school.

- Know the signs of child abuse and harm. This includes abuse and harm caused by other children.
- Respond to issues of child safety and wellbeing.
- Help other staff when they are dealing with a child safety issue.
- Understand how to make children feel more culturally safe.

#### College Policies:

- Child Safety and Wellbeing Policy
- Volunteers Policy

#### Department resources, programs and initiatives implemented at the College:

[Guidance for child safety champions | vic.gov.au \(www.vic.gov.au\)](https://www.vic.gov.au/guidance-for-child-safety-champions)

### Child Safe Standard 9

Physical and online environments promote safety and wellbeing while minimising the opportunity for children and young people to be harmed.

This standard focuses on child safety and wellbeing in physical and online environments and ensuring that procurement also reflects child safety.

Schools need to have policies and strategies:

- For identifying and responding to risk and reducing or removing the risk of harm.
- For online conduct and online safety.
- Staff and volunteers understand online safety. When they are online, they must meet the schools:
  - Child Safety Code of Conduct
  - Child Safety and Wellbeing Policy

Arrangements with external agencies also create child safety risks. Protect the safety of children when your school uses the facilities or services of other organisations.

#### College Policies:

- Child Safety and Wellbeing Policy
- Child Safety Code of Conduct
- Supervision Policy
- Procurement policy
- Equal Opportunity and Respectful Workplace Policy
- Responsible Use of ICT Devices Agreement

### Child Safe Standard 10

Implementation of the Child Safe Standards is regularly reviewed and improved.

This standard focuses on continuous improvement in child-safe policies, procedures, and practices to keep children safe from abuse and harm.

Schools must:

- Regularly review and evaluate policies and strategies to keep children and young people safe.
- Regularly review complaints, concerns, and safety incidents for continuous improvement.
- Share review findings with the school community.

College Policies:

- Child Safety and Wellbeing Policy
- Complaints and Appeals Policy
- Volunteers Policy

### Child Safe Standard 11

Policies and procedures that document how schools are safe for children, young people, and students.

This standard focuses on incorporating the 11 Child Safe Standards into school policies, procedures and practices, which work together to create a child-safe culture.

Schools should ensure these policies and procedures are:

- Informed by community consultations so they are relevant to the school.
- Accessible to all staff, students, parents/carers and the community.
- Informed by best practice.
- Championed by leaders.
- Ensure that staff and volunteers understand and follow the policies and procedure.

College Policies:

- Child Safety and Wellbeing Policy
- Child Safe Standards

Ministerial Order 1359 provides the framework for child safety in schools.

Implementing the Child Safe Standards - Managing the risk of child abuse in schools

[Ministerial Order 1359 Child Safe Standards](#)