



# Boarding Program

## Boarder Child Safe Policy

### Statement of Commitment

St Philip's College is committed to the protection of all children from all forms of child abuse and grooming and demonstrates this commitment through the implementation of comprehensive child protection policies and procedures to keep all children, including our boarders, safe from harm.

### Our Child Safe Program

St Philip's College has developed a comprehensive Child Safe Program that applies to all students including boarders.

The College however recognises that because boarders are under the College's care 24 hours a day, special consideration is to be given regarding the safety and protection of boarders. This policy has been developed to recognise the additional child protection risks that exist within a Boarding House.

### Child Safe Values & Principles

The College's commitment to protecting boarders from harm is based on the following overarching principles that guide the development and regular review of our work systems, practices, policies and procedures to protect all children from abuse and grooming at St Philip's College and in our Boarding House.

1. Child safety and wellbeing is embedded in organisational leadership, governance and culture.
2. Children and young people are informed about their rights, participate in decisions affecting them and are taken seriously.
3. Families and communities are informed and involved in promoting child safety and wellbeing.

4. Equity is upheld and diverse needs respected in policy and practice.
5. People working with children and young people are suitable and supported to reflect child safety and wellbeing values in practice.
6. Processes to respond to complaints and concerns are child focused.
7. Staff and volunteers are equipped with the knowledge, skills and awareness to keep children and young people safe through ongoing education and training.
8. Physical and online environments promote safety and wellbeing while minimising the opportunity for children and young people to be harmed.
9. Implementation of the National Child Safe Principles is regularly reviewed and improved.
10. Policies and procedures document how our College is safe for children and young people.

## Boarding Staff and Volunteers

The College has developed [Boarding Staff Recruitment Practices](#boarding-staff-recruitment-practices—f0fe9567-2e0f-40b4-8154-804e1bac962f.md) to ensure that only appropriately experienced and certified (for example first aid certification) staff and volunteers are engaged by the Boarding House. It is a requirement that all Boarding Staff and volunteers undergo:

- Working with Children Checks
- personal identity verification and background checking
- verification of professional or other qualifications relevant to the job, including current first aid certification
- an examination of their history of child-related work; and
- reference checking that addresses the person's suitability for the role and working with children.

In line with the College's risk-based approach to child safety and protection, Boarding Staff spouses and children over the age of 18 who reside on campus, are required to undergo screening including Ochre Cards due to the potential for interaction with boarders after-hours and on weekends.

All of our Boarding Staff and volunteers must agree to abide by our [Boarding Staff Code of Conduct](#) and [Staff and Boarder Professional Boundaries](#) policy which specifies the standards of conduct required when working with and caring for boarders.

## Child Safe Training

All College Boarding Staff and volunteers who have direct contact with boarders undertake child protection training during induction, and on an annual basis, to ensure that they are aware of their

legal obligations regarding child protection and reporting and how to identify child protection risks in the College and Boarding House environments.

For more information, refer to our Child Safe Training Program and Boarding Training Program in our Staff Learning System.

## Fair Procedures for Staff and Volunteers

The safety and wellbeing of boarders is the College's primary concern. However, we also recognise the importance of acting in a fair and just manner toward Boarding Staff and volunteers.

The College's decisions regarding Boarding Staff and volunteers relating to:

- recruitment
- assessing safety or critical incidents
- assessing or investigating allegations made against Boarding Staff or volunteers
- undertaking disciplinary action

will always be thorough, transparent and based on the principles of procedural fairness.

The College has developed processes for all observations, disclosures or allegations of child protection incidents to be recorded and stored securely in accordance with our Records Management for: Accounts, Bursar, Counsellors, HR, Med Centre,.

## Reporting Child Safe Concerns

The College provides detailed guidance for all Boarding Staff and volunteers regarding how to identify key risk indicators of child abuse and grooming and how to report child abuse and grooming concerns to the Director of Boarding or their delegate, or, in their absence, the Director of Boarding. Staff and volunteers are also educated on how to report child abuse and grooming incidents to relevant authorities in accordance with their legal reporting obligations.

In recognition of the unique nature of a boarding service, **St Philip's College** has appointed the following individuals as **Boarding House** Child Protection Officers. Our Child Protection Officers are:

- Rob McArthur (Director of Boarding)
- Chloe McCarthy (Counsellor)

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

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