Child Safe Program (New Policy Format)

Child Safe Policy

Introduction

The Armidale School is an Anglican, Co-educational School with both day and boarding facilities, and students ranging in age from 4 to 18 years.

Child safety is at the forefront of everything we do at TAS. The safety of the students in our care remains our overarching priority.

The Principal has approved the Child Safe Policy on 27 February 2026. It will be reviewed on 1 March 2027 or as the legislation changes..

Purpose

The Child Safe Policy demonstrates the School's strong commitment to creating and maintaining a child safe and child friendly environment, and to complying with the NSW Child Safe Standards and non-government school registration requirements relevant to child safety and child protection. It summarises the policies and practices that we have developed to keep our students safe, including from abuse and other harm.

The Child Safe Policy outlines the key elements of our approach to being a child safe organisation and to:

- implementing the NSW Child Safe Standards
- complying with all laws, regulations and standards relevant to child safety and child protection in NSW.

It informs the School community about everyone's obligations to act safely and appropriately towards students and guides the policies, processes and practices for the safety, wellbeing and protection of students across all areas of our work.

Statement of Commitment to Child Safety

All children and young people who come to The Armidale School have a right to feel and be safe. We are committed to providing a child safe and child friendly environment, where children and young people are safe and feel safe, and can actively participate in decisions that affect their lives.

We have zero tolerance for abuse and other harm and are committed to acting in students' best interests and keeping them safe from harm.

The School regards its Child Safety responsibilities with the utmost importance and is committed to providing the necessary resources to maintain a child safe culture and ensure compliance with all relevant child safe organisation and child protection laws and regulations.

Each member of the School community has a responsibility to understand the important and specific role that they play individually and collectively to ensure that the wellbeing and safety of all students is at the forefront of all that they do and every decision that they make.

Child Safety Standards

The School's commitment to child safety is based on the NSW Child Safe Standards, which set out the following overarching standards that guide the development and regular review of our work systems, practices, policies and procedures to protect students from abuse and other harm.

The NSW Child Safe Standards

The NSW Child Safe Standards are based on the National Principles for Child Safe Organisations, developed by the Australian Human Rights Commission.

They have been designed to:

- help drive cultural change in organisations

- be principle-based and outcome-focused
- be flexible enough that they can be adapted by organisations of varying sizes and characteristics
- avoid placing undue burden on organisations
- help organisations address multiple risks
- balance caution and caring
- be a benchmark against which organisations can assess their child safe capability and set performance targets
- be of equal importance and interrelated.

In NSW, all organisations that fall under the Reportable Conduct Scheme (including the School), as well as some additional child-related organisations, must comply with the NSW Child Safe Standards.

They are:

Office of the Children's Guardian, The Child Safe Standards, [ONLINE] Available at: https://ocg.nsw.gov.au/

The Office of the Children's Guardian monitors and enforces compliance with the NSW Child Safe Standards.

Scope

The Child Safe Policy applies to all adults in the School community, including Staff, Volunteers, Contractors, and Visitors.

This Policy and its Procedures apply in all School and Boarding Program environments, including physical and online environments, and on-site and off-site School grounds (e.g. camps and excursions, and interstate and overseas travel).

Roles and Responsibilities

Child safety is everyone's responsibility. All adults in the School community have a shared responsibility for contributing to the safety and protection of students.

Of particular importance to this Policy is the role of Child Safety Officer. Additional roles and responsibilities are summarised in the **Procedures** subsection at the end of this Policy.

The School's and the Boarding Program's Child Safety Officer/s

The School has nominated one or more senior staff members as the School's and the Boarding Program's Child Safety Officers. They receive additional specialised training about child safety and protection issues.

They are a point of contact for raising child safety concerns within the School. They are also responsible for championing child safety within the School and assisting in coordinating responses to child safety incidents.

They ensure that the School responds appropriately to students involved in child safety incidents and concerns, and provide assistance and advice to other members of the School community who receive or make a disclosure of abuse or other harm of a child or young person.

Our Child Safety Officer/s are:

Ray Pearson

Bronwyn File

AJ Whalley

Susannah Warrick

James Brauer

David Drain

Scott Chittenden

The Senior Child Safety Officer and Senior School Child Protection Officer

The School has also appointed Ray Pearson as the School's Senior Child Safety Officer and Mr Ray Pearson as the Boarding Program's Senior School Child Protection Officer. The Senior Child Safety Officer can be contacted by phone on (02) 6776 5806 or by emailing principal@as.edu.au and the Senior School Child Protection Officer can be contacted by phone on 6776 5800 or by emailing bfile@as.edu.au.

The Senior Child Safety Officer has additional Child Safety responsibilities, such as being a first point of contact for all child safety concerns or queries for the wider community and coordinating the School's response to child safety incidents in consultation with the Executive and The Board.

The Senior School Child Protection Officer has similar responsibilities.

Policy Statement

Child Safety Codes of Conduct

The School's **Child Safe Code of Conduct** sets boundaries and expectations for appropriate behaviours between adults associated with the School and students, including in physical and online environments.

We also have a **Student Code of Conduct**, which includes Child Safety standards of behaviour for students.

Together, we refer to these as the **Child Safety Codes of Conduct**.

The Child Safety Codes of Conduct include clear processes to report inappropriate behaviour. We publish the Child Safety Codes of Conduct on our public website so that everyone can easily find out what behaviours are acceptable and unacceptable at our School and how to report inappropriate behaviour.

We also provide additional information to students and families about the Child Safety Codes of Conduct, to ensure that they know what behaviours are acceptable and unacceptable and how to report inappropriate behaviour.

Children and Young People's Rights to Safety, Information and Participation

The Armidale School is a child safe and child-centred organisation. We ensure that our physical and online environment is friendly and welcoming to all children and young people.

We actively seek to include students in decisions that affect them. This includes decisions about organisational planning, delivery of services, management of facilities, and learning and assessment environments.

We ensure that students know about their rights to safety, information and participation. We recognise the importance of friendships and support from peers. We actively seek to understand what makes students feel safe in our organisation and regularly communicate with students about what they can do if they feel unsafe.

Parents/Carers, Families and Community Involvement at the School

The School recognises that parents and carers have the primary responsibility for the upbringing and development of their children. We ensure that they participate in decisions affecting their children.

In addition, we:

- ensure that families and relevant communities know about the School's operations and policies, including this Child Safe Policy and the Child Safety Codes of Conduct, record keeping practices, risk management, and complaints and investigation processes ("relevant communities" means the variety of communities that are relevant to the School, such as Aboriginal and Torres Strait Islander communities, culturally and linguistically diverse communities, and other communities that make up our Staff and student cohorts)
- actively seek to include families and relevant communities in decisions about organisational planning, delivery of services, management of facilities, and learning and assessment environments
- build cultural safety at the School through partnerships with relevant communities.

Cultural Safety and Valuing Diversity in the School Community

The School values diversity and does not tolerate any discriminatory practices. To achieve this, we:

- support the cultural safety, participation and empowerment of Aboriginal and Torres Strait Islander students and their families
- support the cultural safety, participation and empowerment of students from culturally and linguistically diverse backgrounds and their families
- support students with disability and their families and act to promote their participation
- support other vulnerable students and their families (such as students who are unable to live at home or students and family members who identify as lesbian, gay, bisexual, transgender or

intersex) and act to promote their participation
- seek to recruit a workforce that reflects a diversity of cultures, abilities and identities
- ensure that all Staff and relevant Volunteers and Contractors have training about Aboriginal and Torres Strait Islander cultures, disability, culturally and linguistically diverse backgrounds, and those with particular experiences or needs
- have a physical environment that actively celebrates diverse cultures and recognises cultural difference
- commit to ensuring that our facilities promoting the inclusion of students of differing abilities.

We also recognise that some children and young people face additional vulnerabilities to abuse and other harm, as well as additional barriers to disclosing child safety incidents or concerns. We:

- provide guidance to Staff, and relevant Volunteers and Contractors, about identifying additional vulnerabilities/barriers; and
- implement strategies for supporting students who face additional vulnerabilities/barriers to participate in the School community and for enabling them to disclose child safety incidents or concerns to the School.

Child Safety Human Resources Management

Recruitment and Screening

The School applies best practice standards to engage the most suitable and appropriate people to work with our students. Our practices include:

- making our commitment to child safety clear in recruitment advertising and documentation
- requiring relevant Staff, Volunteers and Contractors to maintain a valid Working with Children Check (WWCC) Clearance
- using additional selection, background checking and screening processes that take into account Child Safety considerations.

Training On and Information About the Child Safety Program

As a part of The Armidale School's induction process, all Staff, as well as relevant Volunteers and Contractors, must complete our Child Safety induction program, which includes information about our Child Safety policies, practices and procedures.

All Staff, as well as relevant Volunteers and Contractors, also receive refresher and ongoing Child Safety training at least annually.

Our Child Safety induction and ongoing training programs include information about:

- this Child Safe Policy
- the Child Safety Codes of Conduct
- recognising abuse and other harm and identifying key indicators, including harm caused by other children and young people
- our policies and procedures for responding to and reporting (both internally and to external authorities) all child safety incidents and concerns, including mandatory reporting obligations
- our policies and procedures for information sharing and record keeping about child safety incidents and concerns
- WWCCs and other Child Safety human resources practices
- building culturally safe environments for students.

The School provides all Visitors to the School, including Casual Volunteers and Contractors, with information about the Child Safe Code of Conduct and how to report child safety incidents or concerns to the School and to relevant external authorities.

Ongoing Supervision, Management and Support

The School's Child Safety Officers, Executive and/or an appointed Head of Department provide supervision and support to all Staff, Direct Contact/Regular Volunteers, and Direct Contact Contractors to ensure that they comply with the School's approach to child safety.

Our Child Safety supervision and support program includes:

- annual performance reviews for all staff members
- probationary periods for new staff members, where these are permitted by law or under an Enterprise Agreement
- appointing a supervising staff member to relevant Volunteers and Contractors
- professional development programs for Staff that include Child Safety education.

Complaints and Reporting Processes: The School's Response to Child Safety Incidents or Concerns

The Armidale School fosters a culture that encourages everyone in the School community to raise concerns and complaints about child safety. We have:

- clear pathways for raising Child Safety-related complaints and concerns, set out in the **Procedures** below; and
- clear procedures that all Staff, Volunteers and Contractors must follow whenever they witness, suspect or receive a complaint about a child safety incident or concern involving a student, staff member, Volunteer, Contractor or the School, set out in the Reporting Obligations and Complaints Management (Child Safety) Policy and Procedures.

These pathways and processes are summarised for students, parents/carers and other members of the School community in the **Complaints Handling Policy and Procedures**, **Procedures for Handling Allegations of Staff Misconduct and Reportable Conduct (Summary)** and **Procedures for Managing Child Safety Incidents or Concerns Involving the School or its Staff Members (Summary)**, which are available on our public website.

The School will take appropriate, prompt action in response to all child safety incidents or concerns, including all complaints, allegations or disclosures of abuse or other harm, when Staff, Volunteers, Contractors, students, parents/carers or anyone else reports these to the School.

The safety and wellbeing of the student/s involved in the matter will be the paramount consideration when responding to child safety incidents and concerns. The School follows the National Office of Child Safety's Complaint Handling Guide: Upholding the rights of children and young people when investigating and responding to child safety incidents and concerns.

The School's response will include:

- reporting all matters that meet the required relevant thresholds externally to the Department of Communities and Justice (DCJ), the Police, the Office of the Children's Guardian and/or NESA, depending on the issues raised
- fully cooperating with any resulting investigation by an external agency
- protecting any student connected to the child safety incident or concern until it is resolved and providing ongoing support to those affected
- taking particular measures in response to child safety incidents or concerns about an Aboriginal or Torres Strait Islander student, a student from a culturally and linguistically diverse background, a student with disability, and other vulnerable students (such as students who are unable to live at home or students who identify as lesbian, gay, bisexual, transgender or intersex)
- sharing information with, or requesting information from, external people or agencies as permitted or required by law

- securing and retaining records of the child safety incident or concern and the School's response to it
- taking broader actions to improve child safety at the School (including systemic reviews and resulting improvements).

Child Safety Risk Management

The Armidale School recognises the importance of a risk management approach to child safety and to minimising the risk of harm to children and young people in all School environments, without compromising their rights to privacy, access to information, social connections and learning opportunities.

We have a comprehensive **Risk Management Program** to assist in the identification, assessment and management of child safety risks in all School environments.

We identify, assess and manage Child Safety risks in all School and Boarding Program environments, based on a range of factors including the nature of our School's and Boarding Program's activities, their physical and online environments and the characteristics of our student and boarding student cohorts.

We use this information to inform our policies, procedures and activity planning.

Child Safety Privacy, Information Sharing and Record Keeping

The School collects, uses and discloses information about students and their families in accordance with NSW privacy laws and other relevant laws, including laws that permit the School to disclose information about child safety to external people and agencies. For information about how the School collects, uses and discloses this information, refer to thePrivacy Policy.

In particular, the School is committed to best practice record keeping about child safety incidents and concerns.

The School records all internal and external reports of child safety incidents and concerns, as well as any other responses by the School.

When keeping records of child safety incidents or concerns, the School maintains confidentiality and privacy for students and families in accordance with federal and state privacy legislation.

Child Safety Program and Practice Review

The Armidale School is committed to the continuous improvement of our Child Safety policies, procedures and practices. We review our Child Safety Program (explained in the **Procedures** below) as a whole annually (or earlier if a significant child safety incident occurs at the School or legislation changes) for overall effectiveness and to ensure compliance with all child protection and child safety related laws, regulations and standards.

When undertaking these reviews, the School:

- actively seeks, actions and incorporates feedback from students, families, the wider School community, Staff, Volunteers and Contractors
- analyses complaints, concerns and child safety incidents that may have occurred
- communicates any learnings, adjustments or amendments to policy and practice widely throughout the School community.

Procedures

Reporting Child Safety Incidents or Concerns to the School

If you are concerned that a child, young person or student aged 18 or over is in immediate danger, call the Police on 000.

Any person, including all Staff, Volunteers, Contractors, parents/carers and students, can at any time contact DCJ if they have reasonable grounds to suspect that a child or young person(aged under 18), or a class of children or young persons, is at risk of significant harm (Non-Mandatory Reports).

You can make a Non-Mandatory Report by calling the Child Protection Helpline on 132 111 or 1800 212 936 (24 hours a day, seven days a week).

Staff, Volunteers and Contractors

*All Staff, Volunteers and Contractors***must** follow the Reporting Obligations and Complaints Management (Child Safety) Policy and Procedures. In particular, they **must** report all child safety incidents or concerns internally to a Child Safety Officer or the Principal.

If the child safety incident or concern involves the Principal, internal reports should instead be made to the Chair by Chair@as.edu.au.

Students, Parents/Carers and Community Members

Students at the School and *boarding students* at the Boarding Program who have child safety concerns about themselves, or about any other child, young person or student aged 18 or over, can:

- disclose the child safety incident or concern to a School Child Safety Officer
- disclose the child safety incident or concern to any other staff member, Volunteer or Contractor. This might be done:
    - verbally
    - in writing
    - through electronic means (such as email)
    - indirectly (such as in written assignments, in artworks or in any other way)
- disclose anonymously, using the School's reporting mechanism through writing a note addressed to a child safety officer, which is located at reception
- contact Bravehearts.

Parents/carers, family members and other community members who have child safety concerns or who suspect that a child or young person associated with the School may be subject to abuse or other harm can contact:

- the Principal, who is the School's Senior Child Safety Officer, by phoning (02) 6776 5806 or emailing principal@as.edu.au
- the Boarding Program's Senior School Child Protection Officer by emailing bfile@as.edu.au
- if the concern relates to the Principal, the Chair by Chair@as.edu.au.

Any person can also contact the Principal, the Senior School Child Protection Officer or the Chair if they have concerns regarding the School's or the Boarding Program's leadership in relation to child safety.

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

Responding to and External Reporting of Child Safety Incidents or Concerns

The Reporting Obligations and Complaints Management (Child Safety) Policy and Procedures sets out the procedures that the School will follow when notified of any child safety incident or concern involving the School or a student, staff member, Volunteer, Contractor, Visitor or any other person connected to the School or the School environment.

It also provides guidance for all Staff, Volunteers and Contractors on their obligations to respond to child safety incidents and concerns and to report them to relevant external authorities. These

obligations include:

- their duty to protect students
- mandatory reporting to DCJ
- mandatory reporting to the Police of child abuse offences
- reporting to DCJ or the Police in other situations where a student has been or is being harmed
- reporting Reportable Conduct to the Office of the Children's Guardian
- reporting teacher misconduct to NESA.

Support for Students, Families and Staff Following Child Safety Incident or Disclosure

Child safety incidents or concerns can cause trauma and significantly impact on the mental health and wellbeing of children, young people, and students aged 18 or over, as well as on their families. In addition to reporting and referral to the relevant authorities, the School plays a central role in addressing this trauma and has a duty of care to ensure that students feel safe and supported at School.

The School employs a range of measures to support students affected by a child safety incident or concern, depending on the particular circumstances of the matter and of the student and their family:

- Child Safety Officers may work with the student and their family to develop a student Support Plan
- support strategies that could be considered for students and/or their families might include offering or organising referrals to internal or external support, such as a School counsellor, bi-cultural workers and/or translators, or an external support agency and/or child advocacy organisation that specialises in supporting children and young people impacted by abuse or other harm.

The School offers similar support to former students who disclose historical child safety incidents or concerns from their time at the School.

Witnessing a child safety incident or receiving a disclosure of abuse or other harm can be a distressing experience for Staff, Volunteers and Contractors involved. The School assists impacted Staff, Volunteers and Contractors to access necessary support.

Embedding a Culture of Child Safety: Our Child Safety Program

We call the full collection of the School's Child Safety policies and procedures the "Child Safety Program". It is itself one of the strategies employed by The Armidale School to embed a culture of child safety at the School.

The Child Safety Program relates to all aspects of child safety and protecting children, young people and students aged 18 or over from abuse or other harm. It establishes work systems, practices, policies and procedures to create and maintain a child safe environment and culture at the School. It includes:

- Child Safety Codes of Conduct
- clear information about what is abuse and other harm and associated key indicators of abuse or other harm
- clear procedures for responding to and reporting child safety incidents or concerns internally, and for responding to incidents or allegations of abuse or other harm
- strategies to support, encourage and enable Staff, Volunteers, Contractors, parents/carers and students to understand, identify, discuss and report child safety matters
- procedures for recruiting and screening members of the Executive, Staff, Volunteers and Contractors
- procedures for reporting to external agencies, including Mandatory and Non-Mandatory Reporting to DCJ, reporting Reportable Conduct to the Office of the Children's Guardian, and Reporting to Police
- pastoral care strategies designed to empower students and keep them safe
- strategies to support and encourage the participation and inclusion of Aboriginal and Torres Strait Islander students, students from culturally and linguistically diverse backgrounds, students with disability and other vulnerable students
- Child Safety training
- information regarding the steps to take after a disclosure of abuse or other harm to protect, support and assist children, young people and students aged 18 or over
- guidelines with respect to record keeping and confidentiality
- policies to ensure compliance with all relevant laws, regulations and standards (including the NSW Child Safe Standards)
- a system for continuous review and improvement.

Additional Child Safety Responsibilities at the School

The Board and The Armidale School

The Board

The Board is the School's governing body. It:

- approves and reviews the School's Child Safety policies and procedures required for registration as a non-government school and for compliance with the NSW Child Safe Standards
- ensures that the School has and implements processes to comply with its child safety legal and regulatory obligations; and
- ensures that the School has appropriate resources to effectively implement the NSW Child Safe Standards and the Child Safety Program.

The Armidale School

The Armidale School is the proprietor of the School and is responsible for implementing the governance arrangements set out for the School by The Board, including Child Safety governance arrangements.

The Principal

The Principal is responsible, and will be accountable for, the operational management of the School. They are responsible for taking all practical measures to ensure that:

- the Child Safe Policy, and the other policies and procedures in the School's Child Safety Program, are implemented effectively; and
- a strong and sustainable child safe culture is maintained within the School.

They are also the "head" of the School for the purposes of the Reportable Conduct Scheme and the NSW Child Safe Standards (because they are the "head of a relevant entity" under the Children's Guardian Act 2019 (NSW)).

The Director of Boarding

The Director of Boarding is responsible, and will be accountable for, the operational management of the Boarding Program. They are responsible for taking all practical measures to ensure that this Child Safe Policy and the School's Child Safety Program is implemented effectively at the Boarding Program and that a strong and sustainable child safe culture is maintained within the Boarding Program.

The Executive

Each member of the School Executive is responsible for ensuring that appropriate resources are made available in their area of operations to allow the School's Child Safety Program to be effectively implemented within the School, and for supporting the Principal in the practical application of the School's Child Safety strategies, policies, procedures and work systems.

Staff

All Staff must:

- comply with the Child Safe Policy, the Child Safety Codes of Conduct and the Reporting Obligations and Complaints Management (Child Safety) Policy and Procedures
- be familiar with the other Policies and Procedures in the Child Safety Program; and
- understand their legal obligations with respect to the reporting of abuse and other harm, and Working with Children Checks.

All Staff must be aware of key indicators of abuse and other harm, be observant, and report all child safety incidents and concerns internally to the School and to the appropriate external authorities.

To meet these obligations, all Staff must:

- participate in Child Safety induction and ongoing training provided by the School
- follow the Policies and Procedures in the Child Safety Program
- act in accordance with the Child Safety Codes of Conduct
- identify, respond to and report child safety incidents and concerns in accordance with the Reporting Obligations and Complaints Management (Child Safety) Policy and Procedures
- ensure that students' views are taken seriously and their voices are heard when making decisions that affect them
- implement inclusive practices that respond to the diverse needs of students
- comply with all relevant Child Safety human resources policies and procedures.

Volunteers and Contractors

All Volunteers and all Contractors at the School are responsible for contributing to the safety and protection of students in the School environment.

To meet these obligations:

- all Volunteers and Contractors must:
    - comply with the Child Safe Policy and the Child Safety Codes of Conduct
    - understand their legal obligations with respect to reporting abuse and other harm
    - raise all child safety concerns with a Child Safety Officer
    - comply with all relevant Child Safety human resources policies and procedures
- certain Volunteers and Contractors (those who are so required by the School) must:
    - either participate in Child Safety induction and ongoing training provided by the School or receive and acknowledge information about the Child Safe Policy and the Child Safe Code of Conduct
    - identify and respond to child safety incidents and concerns in accordance with the Reporting Obligations and Complaints Management (Child Safety) Policy and Procedures.

For Contractors, the School may include these requirements in the written agreement between it and the Contractor.

WWCC Responsibilities

The Director of Human Resources and Business Office are responsible for verifying WWCC clearances for relevant Staff, Volunteers and Contractors when they first commence their role at the School, for monitoring the WWCC status of relevant Staff, Volunteers and Contractors and for all subsequent verifications.

The Business Office monitors and verifies the Principal's WWCC status.

The Director of Human Resources is responsible for maintaining the School's WWCC records.

Implementation

The Child Safe Policy is published on our public website.

It is provided to new Staff, to new Boarding Program Staff, to Direct Contact and Regular Volunteers, and to Direct Contact and Regular Contractors at their induction or prior to them commencing their work at the School.

The School provides all Visitors to the School, including Casual Volunteers and Casual Contractors, with information about the Child Safe Policy, the Child Safe Code of Conduct and how to report child safety incidents or concerns to the School and to relevant external authorities, through Briefings, posters, and inductions for casual volunteers (including Child Safety Training on the online portal).

The School also communicates the Child Safe Policy to Staff, Volunteers, Contractors and other members of the School community through Parent Portal, Policy Connect, staff and volunteer induction.

Breach

The Armidale School enforces the Child Safe Policy and the Child Safety Codes of Conduct. In the event of any non-compliance, we will instigate a review that may result in a range of measures including (depending on the severity of the breach):

- remedial education
- counselling
- increased supervision
- the restriction of duties
- suspension
- in the case of serious breaches, termination of employment, contract or engagement.

Definitions

Definitions of particular terms used in the Child Safe Policy can be found in **Child Safety Program Definitions**.

Source of Obligation

- Children's Guardian Act 2019 (NSW), section 8D
- NSW Child Safe Standards

Related Policies

- Codes of Conduct (Child Safety) Policies and Procedures
- Reporting Obligations and Complaints Management (Child Safety) Policy and Procedures
- Reportable Conduct Policies and Procedures
- Working with Children Checks Policy and Procedures
- Risk Management (Child Safety) Policy and Procedures
- Compliance, Review and Improvement (Child Safety) Policies and Procedures

Related Documents

- Child-friendly Child Safe Policy
- Complaints Handling Policy and Procedures
- Child-friendly complaints handling policy
- Procedures for Handling Allegations of Staff Misconduct and Reportable Conduct (Summary)
- Procedures for Managing Child Safety Incidents or Concerns Involving the School or its Staff Members (Summary)

References

- Office of the Children's Guardian, Guide to the Child Safe Standards
- National Office of Child Safety, Complaint Handling Guide: Upholding the rights of children and young people

Policy Administration

The Board reviews the Child Safe Policy Annually or as the legislation changes. or earlier if required, such as due to changes in legislation.

The Principal, Deputy Principal and Director of Human Resources are owners of this policy.