

Child Safe Policy



Statement of Commitment by Belmont High School

In its planning, decision-making and operations **Belmont High School** will

1. Take a preventative, proactive and participatory approach to child safety
2. Value and empower children to participate in decisions which affect their lives
3. Foster a culture of openness that supports all persons to safely disclose risks of harm to children
4. Respect diversity in cultures and child rearing practices while keeping child safety paramount
5. Provide written guidance on appropriate conduct and behaviour towards children
6. Engage only the most suitable people to work with children and have high quality staff and volunteer supervision and professional development
7. Ensure children know who to talk with if they are worried or are feeling unsafe, and that they are comfortable and encouraged to raise such issues
8. Report suspected abuse, neglect or mistreatment promptly to the appropriate authorities
9. Share information appropriately and lawfully with other organisations where the safety and wellbeing of children is at risk
10. Value the input of and communicate regularly with families and carers.

Belmont High School Child Safe Policy

Policy section	Details of policy
Purpose	Our Child Safe Policy sets out our school approach to create a child safe organisation where children and young people are safe and feel safe; and provides the policy framework for our approach to the Child Safe Standards.
Scope	The policy applies to all staff, volunteers, contractors and whether they like it or not they work in direct contact with children or young people. The policy applies for a range of school forums including camps, online activities, excursions, incursions and extra-curricula activities. BioLab, our partner organisation, will be made aware of the policy and the schools underlying philosophy towards the care of children.
Statement of Commitment and Principles	Please see our Statement of Commitment above. There are 10 steps we will follow as a school.

Policy and procedures: Policies and procedures outlining Belmont High School's approach to the Child Safe Standards are outlined below.

A child-safe culture	Belmont High School's culture encourages staff to raise, discuss and scrutinise concerns making it more difficult for abuse to occur and remain hidden. Our school's plan for creating a child safe culture can be found on Sharepoint and the School's website .
Code of conduct	School leaders and managers at Belmont High School will ensure that each person understands their role, responsibilities and behaviour expected in protecting children and young people from abuse and neglect. All staff will comply with the Code of conduct. Belmont High School's Code of conduct sets out clear awareness of difference between appropriate and inappropriate behaviour and can be found on Sharepoint and the School's website.
Human resources, practices and training	Belmont High School applies best practice standards in the recruitment and screening of staff, and will take all reasonable steps to ensure that it engaged the most suitable and appropriate people to work with children. We will ensure that staff induction, education and training programs are a vital part of our commitment to safeguarding children and young people from abuse and neglect. All prospective staff and volunteers are required to undergo National Criminal History Records checks and maintain a valid Working with Children Check. Belmont High School's approach to human resources practices that ensure child safety can be found on Sharepoint and the School's website.
Reporting a child safety concern or complaint	Belmont High School has clear expectations for staff and volunteers in making a report about a child or young person who may be in need of protection. Immediate action should include reporting their concerns to the DHHS Child Protection or another appropriate agency and notifying the principal or a member of the school leadership team of their concerns and the reasons for those concerns. The school will take action to respond to a complaint. Belmont High School's policy and procedures for reporting a child safety concern or complaint can be found on Sharepoint.
Risk reduction and management	Belmont High School believes the wellbeing of children and young people is paramount, and is vigilant in ensuring proper risk management processes. The school recognises there are potential risks to children and young people and will take a risk management approach by undertaking preventative measures. Our approach to Child Safety risk reduction and management can be found on Sharepoint and the School's website.
Listening to children	Belmont High School has developed a safe, inclusive and supportive environment that involves and communicates with children, young people and their parents/care givers. We encourage child and parent/care giver involvement and engagement that informs safe school operations and builds the capability of children and parents/care givers to understand their rights and their responsibilities. When we are gathering information in relation to a complaint about alleged misconduct with, or abuse of, a child the school will listen to the complaint's account of things and take them seriously, check understanding and keep the child (or their parent/carer) informed about progress.
Confidentiality and privacy	To ensure ongoing relevance and continuous improvement, this policy will be reviewed in the context of school self-evaluation undertaken as part of the school accountability framework. The review will include input from students, parents and the school community.