



Catholic College Sale

CHILD SAFETY AND WELLBEING POLICY

1.0 POLICY AUTHORITY

The Board of Catholic College Sale Limited ('the Board') governs Catholic College Sale (The College). Based on the principle of subsidiarity and in keeping with the Board's Delegations Schedule, the Board delegates a broad range of duties, functions, powers and authority to the Principal (The College). This includes the effective implementation of this *Child Safety and Wellbeing Policy* and the compliance obligations outlined herein.

2.0 INTRODUCTION

This Child Safety and Wellbeing Policy demonstrates the strong commitment of the College to creating and maintaining a child safe and child-friendly organisation, where children and young people are safe and feel safe.

Our policy provides an overview of our approach to implementing *Ministerial Order No. 1359 – Implementing the Child Safe Standards – Managing the Risk of Child Abuse in Schools and School Boarding Premises (Ministerial Order No. 1359)*.

The policy informs our school community of everyone's obligations to act safely and appropriately towards children and guides our processes and practices for the safety and wellbeing of students across all areas of our work.

3.0 SCOPE

This Policy:

- applies to all College staff, volunteers and contractors, whether or not they work in direct contact with students. It also applies to the College Board members where indicated;
- applies in all physical and online environments used by students during or outside of school hours for school authorised activities (do you think we would make this clear?), including other locations provided by the College for a student's use (for example, a school camp) and those provided through third-party providers;
- should be read together with our other child safety and wellbeing policies, procedures and codes – refer to the Related Policies below (section 9.00).

4.0 DEFINITIONS

The following link refers to [specific definitions](#) used in relation to the Victorian Child Safe Standards and Ministerial Order No. 1359.

5.0 STATEMENT OF COMMITMENT TO CHILD SAFETY

The College is a child safe organisation which welcomes all children, young people and their families.

We are committed to providing environments where our students are safe and feel safe, where their participation is valued, their views respected, and their voices contribute to decisions that

affect their lives. Our child safe policies, strategies and practices are inclusive of the needs of all children and students.

We have no tolerance for child abuse and take proactive steps to identify and manage any risks of harm to students in our College environments. When child safety concerns are raised or identified, we treat these seriously and respond promptly and thoroughly.

We promote positive relationships between students and adults and between students and their peers. These relationships are based on trust and respect.

Particular attention is given to the needs of Aboriginal students, those from culturally and linguistically diverse backgrounds, international students, students with disabilities, those unable to live at home, children and young people who identify as lesbian, gay, bisexual, trans and gender diverse, intersex and queer (LGBTIQ+) and other students experiencing risk or vulnerability. Inappropriate or harmful behaviour targeting students based on these or other characteristics, such as racism or homophobia, are not tolerated at our College, and any instances identified will be addressed with appropriate consequences.

Child safety is a shared responsibility. Every person involved in the College has an important role in promoting child safety and wellbeing and promptly raising any issues or concerns about a child's safety.

We are committed to regularly reviewing our child safe practices and to seeking input from our students, families, staff, and volunteers to inform our ongoing strategies.

6.0 ROLES AND RESPONSIBILITIES

6.1 College Child Safeguarding Committee

Our College Child Safeguarding Committee – comprising the Principal, Deputy Principal Learning & Teaching, Assistant Principal Student Learning & Wellbeing, College Business Manager, Risk and Compliance Officers and a Board Representative – is responsible for ensuring that a strong child safe culture is created and maintained, and that policies and practices are effectively developed and implemented in accordance with Ministerial Order No. 1359. This includes ensuring that the College's risk management systems and procedures are consistently applied, monitored and reviewed.

The Committee:

- ensures effective child safety and wellbeing governance, policies, procedures, codes and practices are in place and communicated to all staff followed;
- models a child safe culture that facilitates the active participation of students, families and staff in promoting and improving child safety, cultural safety and wellbeing;
- enables inclusive practices where the diverse needs of all students are considered;
- reinforces high standards of respectful behaviour between students and adults, and between students;
- promotes regular open discussion on child safety issues within the College community, including at Leadership Team meetings, staff meetings and College Board meetings;
- facilitates regular professional learning for staff and volunteers (where appropriate) to build deeper understandings of child safety, cultural safety, student wellbeing, prevention of abuse and responding to abuse;
- creates an environment where child safety complaints and concerns are readily raised, and no one is discouraged from reporting an allegation of child abuse to authorities.

6.2 College Staff, Contractors and Volunteers

All College staff, contractors and volunteers:

- participate in child safety and wellbeing induction and training provided by the College;
- act in accordance with the College's *Child Safety Code of Conduct* and related policies, including our:
 - *Responding to and Reporting Child Safety Incidents and Concerns Policy*
 - *Complaints Management Policy*
 - *Duty of Care Policy*
 - *Child Safety and Family Violence Information Sharing Schemes Policy*;
- understand and enact, where required, the PROTECT guidelines: [Four Critical Actions for Schools](#);
- ensure students' views are taken seriously and their voices are heard about decisions that affect their lives;
- implement inclusive practices that respond to the diverse needs of students.

6.3 College Board Members

In performing their roles and responsibilities, College Board members:

- champion and promote a child safe culture with the broader College community
- address child safety matters as a regular agenda item at Board meetings
- undertake annual training on child safety provided by the College;
- provide feedback in relation to, and act in accordance with, the College's *Child Safety Code of Conduct* to the extent that it applies to Board members;
- monitor the implementation and efficacy of this policy and all related child safety policies and procedures;
- provide reports, as required, to members of the company;
- provide support to the Principal and Leadership Team members, as required, in managing complaints and reportable incidents.

6.4 College Child Safeguarding Officers

A number of senior staff members are nominated as the College's Child Safeguarding Officers (refer **Appendix B**). Our Child Safeguarding Officers receive additional specialised training with respect to child safety and protection issues.

The role responsibilities of our Child Safeguarding Officers are outlined in more detail in the (refer **Appendix B**). Key duties include being a point of contact for people within the community who wish to raise child safety concerns. They are also responsible for championing child safeguarding within the College and assisting in coordinating responses to child safety incidents.

The Assistant Principal Student Learning and Wellbeing is the College's Chief Child Safeguarding Officer and holds additional child safeguarding responsibilities (refer to Appendix B).

7.0 OUR CHILD SAFEGUARDING PROGRAM

Our Child Safeguarding Program relates to all aspects of College operations. It establishes work systems, practices, policies and procedures to create and maintain a child safe environment and culture. Its key elements are described below.

7.1 Child Safety Code of Conduct

The College's *Child Safety Code of Conduct* outlines the standards of conduct expected of all staff and adults engaged in College activities, inclusive of volunteers, contractors, external education providers, religious and chaplains. It is published on our website.

The Code:

- is included as part of induction training for new staff, volunteers and contractors;
- informs students, parent/carers and other persons associated with the College of the expected behaviour for our staff and associates in both physical and online environments;
- supports and informs our policies and reporting procedures should breaches of the Code be suspected or identified;
- is accounted for in employment contracts to ensure compliance;
- is signed by employees, volunteers and contractors to ensure there is a shared understanding of and commitment to the College's child-safe culture and practices.

The *Child Safety Code of Conduct* also includes processes to report inappropriate behaviour.

7.2 Child Safety Policies

We have a suite of child safety policies that address matters such as:

- the indicators of child abuse and other harm;
- reportable conduct allegations and investigations;
- procedures for responding to and reporting child safety incidents or concerns;
- mandatory and non-mandatory reporting obligations;
- external reporting agencies (e.g. DFFH Child Protection, The Orange Door, the Police, the Commission for Children and Young People);
- record keeping and confidentiality;
- child safety and family violence information sharing schemes;
- resource materials that support, encourage and enable staff, volunteers, contractors, external education providers, parents/carers and students to understand, identify, discuss and report child safety matters;
- a child safe environment including SunSmart.

Our key child safety policies are published on the College website and are listed below (section 9.00).

7.3 Managing Risks to Child Safety and Wellbeing

The College recognises the importance of maintaining an appropriate risk management culture and of applying logical and systematic risk management processes to all College activities, functions and operations.

We identify, assess and manage risks to child safety and wellbeing in our physical and online school environments. These risks are managed through our child safety and wellbeing policies, procedures and practices, and in our activity-specific risk registers, such as those we develop for off-site activities (school camps and excursions) and services we contract through third party providers for student use.

Our Child Safety Risk Register is used to record any identified risks related to child safety, alongside actions in place to manage those risks.

A consultative approach is used to ensure that all possible child safety and wellbeing risks are clearly identified and effectively managed. The College Leadership Team is responsible for ensuring that an effective communication and consultation process occurs and that:

- risk management systems and procedures are consistently monitored and reviewed;
- changes are made as new risks arise and/or in response to incidents;

- staff and associates contribute to risk management discussions, assessments and action plans.

7.4 Establishing a Culturally Safe Environment

The College is committed to establishing an inclusive and culturally safe school where the strengths of Aboriginal culture, values and practices are respected.

We think about how every student can have a positive experience in a safe environment. For Aboriginal students, we recognise the link between Aboriginal culture, identity and safety and actively create opportunities for Aboriginal students and the Aboriginal community to have a voice and presence in our planning, policies and activities.

We build a strong school culture to support cultural inclusion by:

- Beginning meetings, assemblies and whole-school liturgies with an Acknowledgement of the Traditional Owners of the lands on which the College is located;
- Speaking with respect and confidence about Aboriginal culture, knowledge systems and people;
- Building school-wide knowledge of Aboriginal histories, cultures, perspectives, values, skills and attitudes, inclusive of local content and knowledge from Aboriginal cultures across Australia. This includes embedding Aboriginal histories and cultures in the curriculum as demonstrated in the Victorian Curriculum F–10;
- Recognising key national events and anniversaries that include Harmony Day (March), National Sorry Day (May), National Reconciliation Week (May–June) and NAIDOC Week (first week of July).

7.5 Student Empowerment

To support child safety and wellbeing at the College, we work to create an inclusive and supportive environment that encourages students to contribute to our child safety approach and understand their rights and their responsibilities.

Respectful relationships between students are reinforced and we encourage strong friendships and peer support to ensure a sense of belonging. We inform students of their rights through our Whole School Approach to Positive Behaviour procedures and processes. The College applies consequences for inappropriate student behaviour that maintain the dignity and psychological and physical safety of students (refer *CS Sale's Student Behaviour Monitoring and Support Policy*).

College staff explicitly teach personal and social skills, skills to keep students safe, as well as skills required to enact the school wide expectations. We give students the skills and confidence to recognise unsafe situations with adults or other students and to speak up and act on concerns relating to themselves or their peers. We ensure our students know who to talk to if they are worried or feeling unsafe (for example, their Pastoral Teacher, House Leader, College Counsellor or a Child Safeguarding Officer).

In addition, we:

- Inform students who are new to the College of who they can approach to discuss any concerns they may have regarding their safety or the safety of others;
- Provide the opportunities for students to report bullying via the electronic learning management system (SIMON) and for members of the Wellbeing Development Team to provide the necessary support to ensure the student feels safe;
- Ensure that the College's Child Safeguarding Officers Sub Committee are clearly identifiable by students through providing information within the student diary, displayed on the College E-noticeboards, and via the electronic learning management system (SIMON);

- Encourage students to talk to a member of the Student Leadership Team via a Student Voice Cabinet member from their pastoral class, to speak up and act on concerns relating to themselves or their peers;
- Ask students about their experiences of making complaints, and act on feedback from students in the complaints process.
- Where necessary, make improvements following a complaint to address the source of the problem.

The College has several key policies and documents published on our website that provide students and families with information on how to report safety and wellbeing concerns. They are our:

- *Anti Bullying and Bullying Prevention Policy*
- *Child Safety Code of Conduct*
- *Child Protection Policy – Student Version*
- *Complaints Management Policy*
- *Cyber Safety Policy*
- *Responding to and Reporting Child Safety Incidents and Concerns Policy* (and accompanying Procedural Guidelines).

When the College is gathering information in relation to a complaint about alleged misconduct or abuse of a student, we listen to the complainant's account and take them seriously, check our understanding of the complaint, support the student and keep them (and their parents and carers, as appropriate) informed about progress.

7.6 Family Engagement

Our families, carers and the College community have an important role in monitoring and promoting children's safety and wellbeing and helping children to raise any concerns.

To support family engagement, we are committed to providing families and carers with accessible information about our child safe policies and practices and involving them in our approach to child safety and wellbeing.

We do this by:

- Posting key policies and procedural guidelines on the College website;
- Informing families, carers and the College community via our newsletter about any significant updates to our child safety policies or processes, and strategies or initiatives that we are taking to ensure student safety;
- Providing families and carers with information about promoting children's safety and wellbeing via newsletters and parent information sessions;
- Discussing the needs of students through parent- student-teacher interviews;
- Organising interpreters and translations to engage families and carers from non-English speaking backgrounds in conversations about our child safety strategies;
- Providing diverse methods of communication for/with families, including email, social media, meetings and workshops, and using their responses to inform our communications approach;
- Reminding the College community about the shared roles of parents, carers and school staff in creating a positive environment for learning;
- Hosting community workshops on child safety and wellbeing topics, for example, The Resilience Project Parent Information, Wellbeing Seminars via Headspace on online safety;
- Providing families and carers with take-home information to help them talk to their children about safety and wellbeing at home;
- Communicating with and appropriately involving families and carers at all stages of the process if a concern is raised or a complaint is made.

7.7 Diversity and Equity

As a child safe organisation, we celebrate the rich diversity of our students, families and community and promote respectful environments that are free from discrimination. Our focus is on wellbeing and growth for all.

We recognise that every student has unique skills, strengths and experiences to draw on.

We pay particular attention to individuals and groups of children and young people in our community with additional and specific needs. This includes tailoring our child safety strategies and supports to the needs of:

- Aboriginal children and young people
- students from culturally and linguistically diverse backgrounds
- children and young people with disabilities
- students unable to live at home or impacted by family violence
- international students
- students who identify as LGBTIQ+.

Some of our strategies and actions to address challenges that students experience due to their diverse attributes include:

- Communicating that discrimination and bullying are not tolerated. If incidents of bullying or discrimination occur, the incident is addressed in line with our *Anti-Bullying and Bullying Prevention Policy*;
- Letting students know they can safely raise concerns or report incidents that occurred at school and outside school;
- Providing counselling and support to vulnerable students and their families to confirm their needs are being met;
- Engaging genuinely with students, finding out what matters to them, what they know and don't know about safety, and what they need to be safe and feel safe all the time;
- Offering activities that promote inclusion and diversity within the College community;
- Responding to family violence in a way that is culturally responsive, safe, child-centred, inclusive and non-discriminatory;
- Providing staff and volunteers with training to identify and address racism, bullying and discrimination;
- Seeking out expert advice as needed to support inclusion, such as an occupational therapist or speech pathologist;
- Committing to ensure our facilities enable the inclusion of students of all abilities.

7.8 Suitable Staff and Volunteers

The College applies a robust child safe recruitment, induction, training, and supervision practices to ensure that all staff, contractors, and volunteers are suitable to work with children.

Staff recruitment

When engaging staff to perform child related work we:

- sight, verify and record the person's Working with Children Check evidence or equivalent background check such as a Victorian Institute of Teaching registration
- collect and record
 - proof of the person's identity and any professional or other qualifications
 - the person's history of working with children
 - references that address suitability for the job and working with children.

Staff induction

All newly appointed staff are expected to participate in our child safety and wellbeing induction program. The program includes a focus on:

- our *Child Safety and Wellbeing Policy* (this document)
- our *Child Safety Code of Conduct*
- our *Child Safety and Family Violence Information Sharing Schemes Policy*
- our *Responding to and Reporting Child Safety Incidents and Concerns Policy* (and accompanying Procedural Guidelines)
- any other child safety and wellbeing information that College Leadership considers appropriate to the nature of the role.

Ongoing supervision and management of staff

All staff engaged in child-connected work are supervised appropriately to ensure that their behaviour towards children is safe and appropriate. Staff are monitored and assessed to ensure their continuing suitability for child-connected work, including regular reviews of the status of Working with Children Checks and staff professional registration requirements, such as Victorian Institute of Teaching (VIT) registration.

Inappropriate behaviour towards children and young people is managed promptly and in accordance with our policies and legal obligations.

Volunteers and contractors

All volunteers and contractors participate in our child safety and wellbeing induction program and are required to comply with the expectations outlined in our *Child Safety Information and Agreement for Volunteers and Contractors*.

7.9 Child Safety Knowledge, Skills and Awareness

Ongoing training and education are essential to ensuring that staff understand their roles and responsibilities and develop their capacity to effectively address child safety and wellbeing matters.

In addition to the child safety and wellbeing induction, our staff participate in a range of training and professional learning to equip them with the skills and knowledge necessary to maintain a child safe environment.

Staff training is delivered at least annually and includes:

- guidance on our child safety and wellbeing policies, procedures, codes, and practices;
- the completion of an online training module on reporting obligations, including mandatory reporting, reportable conduct and other legal obligations;
- how to recognise indicators of child harm, including harm caused by other children and students;
- how to respond effectively to issues of child safety and wellbeing;
- how colleagues who disclose harm will be supported;
- how to build culturally safe environments for children and students;
- how to identify and mitigate child safety and wellbeing risks in the school environment;
- information sharing and recordkeeping obligations.

Other professional learning and training on child safety and wellbeing, for example, training for our volunteers, is tailored to specific roles and responsibilities and any identified or emerging needs or issues.

Child Safeguarding Officers' training and education

To ensure our Child Safeguarding Officers are equipped with the knowledge required to support the Principal in making decisions in the best interests of student safety and wellbeing, their training includes guidance on:

- individual and collective obligations and responsibilities for implementing the Child Safe Standards and managing the risk of child abuse;
- child safety and wellbeing risks in our school environment;
- our child safety and wellbeing policies, procedures, codes and practices.

7.10 Complaints and Reporting Processes

We foster a culture that encourages staff, volunteers, students, parents, carers and the College community to raise and report their concerns regarding child safety. This makes it more difficult for harm, misconduct or abuse to occur and remain hidden.

If there is an incident, disclosure, allegation or suspicion of child abuse, all staff and volunteers must follow our *Responding to and Reporting Child Safety Incidents and Concerns Policy* (and accompanying Procedural Guidelines). These documents cover reporting matters such as:

- reportable conduct allegations and investigations;
- mandatory and non-mandatory reporting obligations;
- external reporting agencies (e.g. DFFH Child Protection, Child First/The Orange Door, the Police, the Commission for Children and Young People);
- record keeping and confidentiality;
- child safety and family violence information sharing schemes with proscribed Information Sharing Entities (ISEs).

As soon as any immediate health and safety concerns are addressed, and relevant College staff have been informed, we ensure our College follows:

- the Four Critical Actions for complaints and concerns relating to adult behaviour towards a child
- the Four Critical Actions: Student Sexual Offending for complaints and concerns relating to student sexual offending

Where applicable, the College's *Anti-Bullying and Bullying Prevention Policy*, and/or our *Cyber Safety Policy*, are also observed in addressing complaints and concerns.

7.11 Communications

We are committed to communicating our child safety strategies to the College community through a range of measures and media that include:

- posting key policies and procedural guidelines on the College website;
- displaying PROTECT posters around the College;
- providing updates regarding our policies and practices in our school newsletter and on the Parent Access Module (PAM) via the College Learning Management System (SIMON);
- ensuring that child safety is a regular agenda item at leadership meetings, staff meetings and Board meetings.

7.12 Record Keeping, Privacy and Information Sharing

The College is committed to best practice record keeping. All internal and external reports of child safety incidents and concerns, as well as any other responses by the College, are recorded and stored in accordance with security and privacy requirements and legislation pertaining to child safety. Our practices are outlined in the College's *Child Safety Record Keeping Policy*.

Information and records relating to incidents, complaints, responses and decisions are treated as confidential, except where the sharing or distribution of information and/or records is mandated by statutory requirements or principles of natural justice. In this regard, if the complaint involves conduct that is serious and/or potentially criminal, any legal obligations to report relevant information to external authorities will over-ride confidentiality.

The College is a prescribed Information Sharing Entity (ISE), meaning that, where legislated requirements are met, the College is able to share and/or confidential information with other ISEs to promote child wellbeing or safety. This occurs via the Child Information Sharing Scheme (CISS) or the Family Violence Information Sharing Scheme (FVISS). Further information pertaining to this is outlined in our *Child Safety and Family Violence Information Sharing Schemes Policy*.

7.13 Policy and Program Review

The College is committed to the continuous improvement of our Child Safeguarding Program. The program is regularly reviewed for overall effectiveness and to ensure compliance with all child protection related laws, regulations and standards.

The College is committed to actively seeking, actioning and incorporating into our policies feedback from students, families, staff, volunteers and contractors. We communicate widely throughout the College community any adjustments or amendments.

8.0 APPENDIX

Appendix A – Terms of Reference

Appendix B – Child Safeguarding Members and Officers

9.0 RELEVANT LEGISLATION AND REFERENCES

- Children, Youth and Families Act 2005 (Vic.)
- Education and Training Reform Act 2006 (Vic.) and the Education and Training Reform Regulations 2017 (Vic.)
- Child Wellbeing and Safety Act 2005 (Vic.)
- Child Wellbeing and Safety (Information Sharing) Regulations 2018
- Family Violence Protection Act 2008 (Vic.)
- Family Violence Protection (Information Sharing) Regulations 2018
- Privacy Act 1988 (Cth) and Australian Privacy Principles 2014 (Cth)
- Wrongs Act 1958 (Vic.)
- Crimes Act 1958 (Vic.)
- Worker Screening Act 2020 (Vic.)
- Ministerial Order No. 1359: *Child Safe Standards – Managing the Risk of Child Abuse in Schools and School Boarding Premises* (made under the Education and Training Reform Act 2006 Vic.).
- Department of Education and Training (DET) 2018, *PROTECT: Identifying and responding to all forms of abuse in Victorian schools*
- Department of Education and Training (DET) 2018, *PROTECT: Identifying and Responding to Student Sexual Offending*

10.0 RELATED COLLEGE POLICIES & DOCUMENTS

- [Anti Bullying and Bullying Prevention Policy](#)
- [Child Safety Code of Conduct](#)
- [Child Protection Policy – Student Version](#)
- [Child Safety and Family Violence Information Sharing Schemes Policy](#)
- [Child Safety Information and Agreement for Volunteers and Contractors](#)
- [Child Safety Record Keeping Policy](#)
- [Child Safety Risk Register Flowchart](#)
- [Complaints Management Policy](#)
- [Cyber Safety Policy](#)
- [Duty of Care Policy](#)
- [Privacy Policy](#)
- [Responding to and Reporting Child Safety Incidents and Concerns Policy](#)
- [Student Behaviour Management Policy](#)
- [Student Behaviour Monitoring and Support Procedure](#)
- [SunSmart Policy](#)

11.0 MONITORING AND REPORTING

The Board is responsible for monitoring the implementation of this policy and for providing reports as required to the members of the company, i.e., the Bishop of Sale and the Provincial of the Marist Brothers Australia Limited (MSA Ltd).

The Principal is responsible for:

- Ensuring compliance with the obligations outlined in this policy;
- Assigning authority, responsibility and accountability at appropriate levels within the College for policy implementation and compliance;
- Providing delegated staff with the direction, support and resources necessary to fulfil policy requirements;
- Ensuring cyclical reviews of the policy and recommending to the Board any revisions that may be required to accommodate changes in legislation and diocesan directives;
- Reporting and escalating concerns, issues and policy breaches to the Board and working collaboratively with the Board to resolve them.

12.0 APPROVAL

Approved by	CC Sale Ltd Board
Person(s) Responsible	Principal
Date(s) Reviewed or Updated	March 2024
Next Review Date	March 2026

Catholic College Sale Child Safeguarding Committee

Terms of Reference

Introduction

These Terms of Reference (TOR) set out the scope, functions, membership, reporting and administrative arrangements for the Catholic College Sale Ltd Child Safeguarding Committee (CSC) and the roles and responsibilities of the Child Safeguarding Officers and Chief Child Safeguarding Officer.

Scope

The College is committed to Child Safety Reform to reflect most progressive organisational, government and community needs and expectations.

To this end, the Principal endorsed by the board has established the Child Safeguarding Committee (CSC) with the primary objective of providing advice and direction to the Principal on the initiatives, policies and practices that will enable the College to lead the way in the care, wellbeing and protection of children and young people.

A particular focus of the CSC's work is to provide direction and leadership on the promotion and implementation of Ministerial Order 1359 Managing the Risk of Child Abuse in Schools and School Boarding Premises and other relevant VRQA/Legislative obligations.

The CSC will support cultural change across the College. It will build on the existing policies and procedures already in place to improve capacity and increase consistency across the College.

Membership

The Child Safeguarding Committee is comprised of the following appointed positions:

- Principal
- Deputy Principal – Learning & Teaching (Chair & Reports to Board)
- Assistant Principal – Student Learning & Wellbeing
- Business Manager
- Risk and Compliance Officers
- Board Representative

Terms of Reference

The Child Safe Committee works to the following Terms of Reference.

The Child Safeguarding Committee ensures all policies and procedures related to child safety are implemented and acted upon:

- appoint and induct Child Safeguarding Officers as needed;
- receive reports and any recommendations from the Child Safeguarding Officers Sub Committee chaired by the Assistant Principal – Student Wellbeing (Chief Child Safeguarding Officer);
- ensure the induction of staff, volunteers and contractors;
- ensure current updates on child safe issues are provided to the College Board, staff, parents and students;
- the Strategic Improvement plan will support implementation of child safe policies;
- reviewing annually, or as required, the Child Safety Risk Register;
- ensuring that risk management plans are developed and implemented for community events and excursions/camps;
- annually reviewing child safety policies and procedures to ensure currency and effective implementation, specifically the College's procedures for Responding to and Reporting Allegations of Child Abuse;

- ensuring that the College's Child Safeguarding Program (CSP) is being effectively implemented in the College community;
- appropriate advice to be resourced as required;
- appropriate resources to be provided by the College to ensure the implementation of all child safe policies.

The Child Safeguarding Committee meets at least twice per Term, or otherwise as necessary to meet as needed.

College Child Safeguarding Officers Sub Committee

The College has appointed the following staff as the College's Child Safeguarding Officers. Each Child Safeguarding Officer is available to answer any questions that staff, parents or students may have with respect to our Child Safety and Safeguarding Program.

Assistant Principal Learning & Wellbeing (Chief Child Safeguarding Officer)
Director of Engagement
College Counsellor * 2
House Leader * 1
Teacher
Student Representative * 2
Parent Representative * 2

The roles and responsibilities are outlined in Appendix B.

The agenda of the Committee must be based on *Ministerial Order No. 1359 – Implementing the Child Safe Standards – Managing the Risk of Child Abuse in Schools and School Boarding Premises* (Ministerial Order No. 1359).

Catholic College Sale Child Safeguarding Committee

Our Child Safeguarding Committee receive additional specialised training with respect to child safety and protection issues.

Name	Position	Contact No.	Email Address
Mr Brett Van Berkel	Principal	(03) 5143 9700	principal@ccsale.catholic.edu.au
Mrs Rachael Bown	Deputy Principal Learning and Teaching	(03) 5143 9700	rbown@ccsale.catholic.edu.au
Mr Anthony Robbins	Assistant Principal Student Learning and Wellbeing	(03) 5143 9700	arobbins@ccsale.catholic.edu.au
Ms Kaitlyn Abrahall	Business Manager	(03) 5143 9700	kabrahall@ccsale.catholic.edu.au
Mrs Jayne Holland	Risk and Compliance Manager	(03) 5143 9700	jholland@ccsale.catholic.edu.au
Ms Kylie Johnston	Risk and Compliance Officer	(03) 5143 9700	kjohnston@ccsale.catholic.edu.au
Mr James Sullivan	College Board Representative	Brittani Presland	bpresland@ccsale.catholic.edu.au

Catholic College Sale Child Safeguarding Officers Sub Committee

Our Child Safeguarding Officers receive additional specialised training with respect to child safety and protection issues. They are a point of contact for raising child safety concerns within the College. They are also responsible for championing child safeguarding within the College and assisting in coordinating responses to child safety incidents.

Name	Position	Contact No.	Email Address
Mr Anthony Robbins	Assistant Principal Student Learning and Wellbeing	(03) 5143 9700	arobbins@ccsale.catholic.edu.au
Mrs Tahnee Cashman	Director of Engagement Years 7 – 10	(03) 5143 9700	tcashman@ccsale.catholic.edu.au
Mr Josh Stubbe	Teacher	(03) 5143 9700	jstubbe@ccsale.catholic.edu.au
Ms Jacinta Slattery	Teacher	(03) 5143 9700	jrslattery@ccsale.catholic.edu.au
Ms Lateshia Locker	Student Counsellor	(03) 5143 9700	llocker@ccsale.catholic.edu.au
Mrs Lauren Forsyth	Student Counsellor	(03) 5143 9700	lforsyth@ccsale.catholic.edu.au
TBA	Student Representative		
TBA	Parent Representative		

The Chief Child Safeguarding Officer

The Assistant Principal Student Learning and Wellbeing, is the College's Chief Child Safeguarding Officer. They have additional child safeguarding responsibilities, such as being a first point of contact for all child safety concerns or queries for the wider community, coordinating the College's response to child safety incidents, and ensuring continuous improvement to the College's child safety practices and culture.

Role Responsibilities of Child Safeguarding Officers

The Child Safeguarding Officers work with College Leadership, staff, students, volunteers and the broader community to create a child safe environment in the College. Their duties include:

Promoting a child safety and wellbeing culture

- Build awareness of child safety at staff and parent meetings, through newsletters and staff bulletins;
- Ensure the College's child safety policies and procedures are current and fit for purpose, publicly accessible, known and implemented;
- Promote a culture of listening to students and families and acting on their child safety concerns;
- Support staff and volunteers to focus on the child safety needs of vulnerable students.

Providing support and guidance

- Be a point of contact for child safety concerns for staff, volunteers, students and parents/carers;
- Provide guidance to students, staff and volunteers on child safety policies and procedures;
- Work with College Leadership to respond to child safety incidents;
- Maintain current skills and knowledge to support child safety and wellbeing, including:
 - child-focused complaint processes, mandatory reporting obligations and the Four Critical Actions
 - student rights, participation and empowerment
 - Aboriginal cultural safety and inclusive practices to meet students' diverse needs
 - child safety risk management, including online safety
 - child safety information sharing and record keeping obligations
 - working with relevant agencies to refer students and families to appropriate support
 - keeping across emerging research and best practice guidance in child safety and wellbeing.

The agenda of the Sub Committee must be based on *Ministerial Order No. 1359 – Implementing the Child Safe Standards – Managing the Risk of Child Abuse in Schools and School Boarding Premises* (Ministerial Order No. 1359).