



ST JOSEPH'S PRIMARY SCHOOL

THE VICTORIAN CHILD SAFE STANDARDS

The Victorian Child Safe Standards comprise seven (7) Standards and three (3) Principles.

The seven (7) Standards are as follows:

Standard 1: Strategies to embed an organisational culture of child safety, including through effective leadership arrangements.

Standard 2: A child safe policy or statement of commitment to child safety.

Standard 3: A code of conduct that establishes clear expectations for appropriate behaviour with children.

Standard 4: Screening, supervision, training and other human resources practices that reduce the risk of child abuse by new and existing personnel.

Standard 5: Processes for responding to and reporting suspected child abuse.

Standard 6: Strategies to identify and reduce or remove risks of child abuse.

Standard 7: Strategies to promote the participation and empowerment of children.

In addition to the seven (7) Standards, the School is required to take into consideration the following three (3) Principles as part of our response to each Standard:

Principle 1: promoting the cultural safety of Aboriginal and Torres Strait Islander children;

Principle 2: promoting the cultural safety of children from culturally and/or linguistically diverse backgrounds; and

Principle 3: promoting the safety of children with a disability.

To assist organisations interpret each of the Standards the Victorian Government has published a guide titled [An overview of the Victorian Child Safe Standards](#). In addition, the Minister for Education has published [Ministerial Order No. 870](#) that prescribes certain matters with which registered schools in Victoria must comply as part of their registration requirements.

Copies of “An overview of the Victorian Child Safe Standards” and the Ministerial Order are available in the [Additional Resources](#) section at the end of this program.

St Joseph's has established and implemented our Child Protection Program in accordance with the Victorian Child Safe Standards.

The table below sets out each Standard with a summary of how we comply with that Standard.

Standard	Short Description	How St Joseph's Applies this Standard
1	Organisational culture of child safety, including through effective leadership arrangements	<p>St Joseph's complies with this Standard in a number of ways, including:</p> <ul style="list-style-type: none"> • The development of this Child Protection Program, our Child Protection and Safety Policy and Child Safety Code of Conduct; • The appointment of senior staff members as the School's Child Safety Officers who act as '<i>Child Protection Champions</i>' and are tasked with the overall responsibility for embedding an organisational culture of child protection in the school; • Each advisory board, staff member and volunteer having to complete child protection training which provides information with respect to key indicators of child and reporting procedures. • Creating an environment supportive of children from Aboriginal and Torres Strait backgrounds, culturally and/or linguistically diverse backgrounds and children with a disability.

2	A child safe policy and statement of commitment to child safety.	St Joseph's has developed and implemented a Child Protection and Safety Policy that describes the key elements of our approach to child protection as well as an overarching set of principles guiding the development of policies and procedures to protect children from child abuse. Our Child Protection and Safety Policy is published through various mediums including our public website.
3	A code of conduct that establishes clear expectations for appropriate behaviour with children.	St Joseph's has created a plain English Child Safety Code of Conduct which specifies appropriate standards of behaviour for adults towards students in all School environments, including outside of school hours.
4	Screening, supervisions, training and other human resources practices that reduce the risk of child abuse by new and existing personnel.	St Joseph's has created child safe human resources practices including those relating to: Recruitment, Selection & Screening Our Working with Children Checks Policy Child Protection Training Our Child Safe Culture
5	Procedures for responding to and reporting allegations of suspected child abuse	St Joseph's has established simple and accessible procedures for anyone to report a child abuse concern internally to one of the School's Child Safety Officers . St Joseph's has developed and implemented procedures for Advisory Board *members/directors*, staff and Volunteers for responding to allegations and disclosures of child abuse, or suspected child abuse, including procedures for support following a disclosure by a student. Refer to our Procedures for Responding to and Reporting Allegations of Child Abuse . Reporting procedures for Third Party Contractors, External Education Providers, Volunteers, parents/carers and other community members are included in our Child Protection and Safety Policy which is available on our public website. Age appropriate reporting procedures for students are developed through our pastoral wellbeing program .
6	Strategies to identify and reduce or remove the risk of abuse	The School has adopted a risk management approach to child safety. Key risk indicators of child abuse are documented in our Child Protection Program and also included in our Child Protection Training . The School has developed a number of strategies, policies and procedures to create a risk based approach to child safety and protection. Refer to Child Protection Risk Management .
7	Strategies to promote the participation and empowerment of children	St Joseph's has developed strategies to promote the participation and empowerment of children including policies and procedures related to age appropriate pastoral wellbeing and supporting children with disabilities and children from culturally diverse backgrounds .

Principle of Inclusion

In addition to implementing the Standards, the School implements principles of inclusion prescribed by the Standards and Ministerial Order No. 870 through our: [Disability Discrimination Policy](#); and [Cultural Diversity Policy](#). These policies address the three (3) Principles in addition to our response to each Standard.

St Joseph's is committed to ensuring that the needs of all students including but not limited to Aboriginal and Torres Strait Islander students, students from culturally or linguistically diverse backgrounds and students with disabilities or who are vulnerable are taken into account when the School develops and implements its Child Protection Program.

We understand that allegations of abuse that involve Aboriginal and Torres Strait Islander children, children from diverse backgrounds or children with disabilities will require varied and particular responses to ensure that appropriate action is taken. The School provides training for all of our School Child Safety Officers that specifically covers how to make a culturally appropriate and sensitive response to allegation of abuse in order to overcome any impairments or barriers culturally diverse students or students with a disability may face.