

Emmanuel College is a school which operates with the consent of the Catholic Archbishop of Melbourne and is owned, operated and governed by Melbourne Archdiocese Catholic Schools Ltd (MACS).

This Policy is designed to ensure Emmanuel College complies with the 11 Minimum Child Safe Standards in line with Ministerial Order No 1359. As educators, we have a mandatory obligation to create a culture which prioritises a safe, nurturing community for every child. The Standards provide a framework for routinely reviewing and strengthening Child Safety strategies, policies, and practices.

INTRODUCTION

What Does Our School Value and Why is Child Safety Important in Our School?

At Emmanuel College we hold the care, safety and wellbeing of children and young people as a central and fundamental responsibility of our school. Our commitment is drawn from and inherent in the teaching and mission of Jesus Christ, with love, justice, and the sanctity of each human person at the heart of the gospel. Our shared values as modelled by Jesus Christ and exemplified in the life of William Chaminade include:

*Justice, Respect,
Responsibility,
Honouring Diversity,
Honesty,
Compassion,
Commitment
Endeavour.*

The essence of the College is learning and teaching, with faith education, and the safety of our young people, as a primary focus.

PURPOSE

Why Do We Have a Policy?

The policy is in place to demonstrate the strong commitment of Emmanuel College to the care, safety and wellbeing of all students at our school. It provides an outline of the policies, procedures and strategies developed to keep students safe from harm, including all forms of abuse in our school environment, on campus, online and in other locations provided by the school.

PRINCIPLES

What Are The Important Ideas That Guide Our Actions?

- All students deserve, as a fundamental right, safety and protection from all forms of abuse and neglect.
- Our school works in partnership with families and the community to ensure that they are engaged in decision making processes, particularly those that have an impact on Child Safety and protection.
- All students have the right to a thorough and systematic education in all aspects of personal safety, in partnership with their parents/ guardians/caregivers.
- All adults in our school community have a responsibility to care for young people, to positively promote their wellbeing and to protect them from any kind of harm or abuse.
- The policies, guidelines, and codes of conduct for the care, wellbeing and protection of students are based on honest, respectful and trusting relationships between adults and children and young people.

- Policies and practices demonstrate compliance with legislative requirements and cooperation with the Church, governments, the police, and human services agencies.
- All persons involved in situations where harm is suspected or disclosed must be treated with sensitivity, dignity and respect.
- Students should feel free to raise concerns about Child Safety, knowing these will be taken seriously by school leadership.
- Appropriate confidentiality will be maintained, with information being provided to those who have a right or a need to be informed, either legally or pastorally.

POLICY COMMITMENTS

What Pledges Do We Make To Our School Community?

All students enrolled at Emmanuel College have the right to feel safe and be safe. The wellbeing of children in our care will always be our first priority and we do not and will not tolerate child abuse.

EXPECTATION OF OUR SCHOOL STAFF

Why Do We Have a Code of Conduct For Adults Working in Our School?

We have a code of conduct in our school to make it clear to everyone what is and what is not acceptable behaviour and to protect all members of our school community.

STUDENT PARTICIPATION

How Are Students Involved in Child Safety Discussions and Planning For Improvements in Our School?

We have regular meetings with all our students to make sure they understand what being safe means and to listen to any concerns or questions they may have.

REPORTING AND RESPONDING

How Do We Report Our Concerns and How Do Teachers Respond?

If a student has concerns, they will let the staff, or their parents know of the issue and they will take appropriate action in line with their professional responsibilities and training.

How Are Staff Selected To Work in Our School?

We advertise for staff and follow the VCEA guidelines.

PROFESSIONAL LEARNING FOR SCHOOL STAFF

How Does The School Support Staff To Develop Their Knowledge About Child Safety?

Child Safety is a set agenda item for our staff meeting. All staff have access to our policies. We undertake Professional Learning to ensure we all understand the importance of Child Safety and child protection.

RISK MANAGEMENT

How Does Our School Identify Possible Risks, Who is Involved and What Happens Next?

All staff are responsible for managing possible risks both at school and away from school. Staff will be trained in using the Student Activity Locator and the PROTECT documents. Regular professional learning and discussion ensures Child Safety is always a part of the Emmanuel College culture.

SUPPORTING DOCUMENTS

What Other Information Do We Use To Help Us?

www.dbhs.vic.gov.au

www.cecv.catholic.edu.au

www.vrqa.vic.gov.au/Pages/safety.aspx

www.justice.vic.gov.au/home/safety+communities/protecting+children+and+families/betrayal+of+trust+implementation

COMMUNICATION

How Does The School Let Everyone Know About This Policy and Our Plans?

The school has the policies on the website. There will be regular inserts included into the newsletter. Child Safety will be a regular inclusion at our staff meetings. Level assemblies will also include information in regard to Childs safety. All new members to our community and visitors to our school will go through an induction process to ensure they understand the importance of Child Safety.

REVIEW

When Will We Update This Policy?

The policy will be reviewed every year and will incorporate suggestions from teachers, volunteers, other staff, children and young people and parents.

Policy	Child Friendly Edition Child Safety Policy
Developed	May 2024
Approved and Reviewed by	Leadership Team - 2024
Review Due	Annually