



Child Safe Standards (Vic) 2022

Standard 1 - Establish a Culturally Safe Environment Where Diverse Experiences of Aboriginal Children and Young People are Respected and Valued

Organisations establish a culturally safe environment in which the diverse and unique identities and experiences of aboriginal children and young people are respected and valued.

Preshil respectfully acknowledges the people of the Eastern Kulin Nation who are the Traditional Owners of the land on which our school stands. We pay our respects to all Elders past, present and emerging.

In complying with Child Safe Standard 1, an organisation must, at a minimum, ensure:

- Encourage and actively support a child's ability to express their culture and enjoy their cultural rights.
- Strategies are embedded within the organisation which equip all members to acknowledge and appreciate the strengths of Aboriginal culture and understand its importance to the wellbeing and safety of Aboriginal children and young people.
- Measures are adopted by the organisation to ensure racism within the organisation is identified, confronted and not tolerated. Any instances of racism are addressed with appropriate consequences.
- The organisation actively supports and facilitates participation and inclusion within it by Aboriginal children, young people and their families.
- All of the organisation's policies, procedures, systems and processes together create a culturally safe and inclusive environment and meet the needs of Aboriginal children, young people and their families.

Standard 2 - Child Safety and Wellbeing is Embedded in Organisational Leadership, Governance, and Culture

Child safety and wellbeing is embedded in organisational leadership, governance, and culture.

At our core remains an unshakeable commitment to encouraging all children to set and achieve their own goals and to be respected as individuals in their own right. This is a commitment to our children to be nurtured and challenged in an atmosphere that inspires creativity and independent thinking in all areas of life and does not, overtly or subtly, use competition or punishment to motivate through the fear of failure.

As global citizens we encourage an awareness of world issues and encourage effort to make a positive difference. We believe that education should prepare students to be thoughtful, peace-loving and active citizens of the world. Preshil will remain a school that puts kindness, compassion and social relationships at the centre of its operations.

In complying with Child Safe Standard 2, an organisation must, at a minimum, ensure:

- The organisation makes a public commitment to child safety.
- A child safe culture is championed and modelled at all levels of the organisation from the top down and bottom up.
- Governance arrangements facilitate implementation of the child safety and wellbeing policy at all levels.
- A Code of Conduct provides guidelines for staff and volunteers on expected behavioural standards and responsibilities.
- Risk management strategies focus on preventing, identifying, and mitigating risks to children and young people.
- Staff and volunteers understand their obligations on information sharing and recordkeeping.

Child Safe Standard 3 – Young People are Empowered About Their Rights

Children and young people are empowered about their rights, participate in decisions affecting them and are taken seriously

Middle Years and Diploma Programmes (PYP, MYP & DP) align with the school’s focus on intellectual challenge, inquiry, and research-based learning. These programmes accommodate individual choice and independent learning and encourage students to develop ‘the courage to question’, to find their own voice and to become responsible and active global citizens beyond the classroom

In complying with Child Safe Standard 3, an organisation must, at a minimum, ensure:

- Children and young people are informed about all of their rights, including safety, information and participation.
- The importance of friendships is recognised and support from peers is encouraged, to help children and young people feel safe and be less isolated.
- Where relevant to the setting or context, children and young people are offered access to sexual abuse prevention programs and to relevant related information in an age-appropriate way.
- Staff and volunteers are attuned to signs of harm and facilitate child-friendly ways for children and young people to express their views, participate in decision-making and raise their concerns.
- Organisations have strategies in place to develop a culture that facilitates participation and is responsive to the input of children and young people.
- Organisations provide opportunities for children and young people to participate and are responsive to their contributions, thereby strengthening confidence and engagement.

Child Safe Standard 4 – Families and Communities are Informed and Involved in Child Safety

Families and communities are informed, and involved in promoting child safety and wellbeing

At Preshil we are one and all, learning and living together, teachers, children, and parents.

In complying with Child Safe Standard 4, an organisation must, at a minimum, ensure:

- Families participate in decisions affecting their child.
- The organisation engages and openly communicates with families and the community about its child safe approach and relevant information is accessible.
- Families and communities have a say in the development and review of the organisation’s policies and practices.
- Families, carers, and the community are informed about the organisation’s operations and governance.

Child Safe Standard 5 – Equity is upheld, and diverse needs respected in policy and practice

Equity is upheld and diverse needs respected in policy and practice

The core values of courage and respect underpin, guide, and inform all areas of interaction between individuals at Preshil. We celebrate diversity and foster compassion in an atmosphere of mutual respect. Children and other young people are encouraged to acknowledge and value others for who they are – children and adults alike (Wellbeing Policies)

In complying with Child Safe Standard 5, an organisation must, at a minimum, ensure:

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- The organisation, including staff and volunteers, understands children and young people's diverse circumstances, and provides support and responds to those who are vulnerable.
- Children and young people have access to information, support and complaints processes in ways that are culturally safe, accessible and easy to understand.
- The organisation pays particular attention to the needs of children and young people with disability, children and young people from culturally and linguistically diverse backgrounds, those who are unable to live at home, and lesbian, gay, bisexual, transgender and intersex children and young people.
- The organisation pays particular attention to the needs of Aboriginal children and young people and provides/promotes a culturally safe environment for them.

Child Safe Standard 6 – People Working With Children Are Suitable and Supported in Child Safety Practices

People working with children and young people are suitable and supported to reflect child safety and wellbeing values in practice.

Preshil is committed to ensuring that its recruitment practices create a safe environment for its students. To this end, policies and procedures have been established for the recruitment of employees, Board members and Volunteers. These policies and procedures aim to assess candidates, for these positions, as to their suitability to work with children, and, to discourage inappropriate people from seeking work at the School (Child Safe Recruitment Practices)

In complying with Child Safe Standard 6, an organisation must, at a minimum, ensure:

- Recruitment, including advertising, referee checks and staff and volunteer pre-employment screening, emphasise child safety and wellbeing.
- Relevant staff and volunteers have current working with children checks or equivalent background checks.
- All staff and volunteers receive an appropriate induction and are aware of their responsibilities to children and young people, including record keeping, information sharing and reporting obligations.

Child Safe Standard 7 – Processes for Complaints and Concerns are Child Focussed

- Ongoing supervision and people management is focused on child safety and wellbeing.

Processes for complaints and concerns are child focussed

Safeguarding Statement for Children - our children are informed that it is not OK for anyone to intentionally hurt your feelings or your body, it is OK to say no to an adult if they ask you to do something that makes you feel unsafe or distressed. If you ever feel unsafe or distressed we will listen to you and act to help you. Anything that makes you feel upset or distressed will be taken seriously by us. It is always OK to tell someone if you are feeling distressed or unsafe or if you have been hurt. If you are unhappy with the way you are being treated please tell someone from Preshil, a parent or another adult.

In complying with Child Safe Standard 7, an organisation must, at a minimum, ensure:

- The organisation has an accessible, child focused complaint handling policy which clearly outlines the roles and responsibilities of leadership, staff and volunteers, approaches to dealing with different types of complaints, breaches of relevant policies or the Code of Conduct and obligations to act and report.
- Effective complaint handling processes are understood by children and young people, families, staff and volunteers, and are culturally safe.
- Complaints are taken seriously and responded to promptly and thoroughly.
- The organisation has policies and procedures in place that address reporting of complaints and concerns to relevant authorities, whether or not the law requires reporting, and co-operates with law enforcement.
- Reporting, privacy, and employment law obligations are met.

Standard 8 – Staff and Volunteers are Trained to Keep Children and Young People Safe

Staff and volunteers are equipped with the knowledge, skills and awareness to keep children and young people safe through ongoing education and training

In complying with Child Safe Standard 8, an organisation must, at a minimum, ensure:

- Staff and volunteers are trained and supported to effectively implement the organisation’s child safety and wellbeing policy.
- Staff and volunteers receive training and information to recognise indicators of child harm including harm caused by other children and young people.
- Staff and volunteers receive training and information to respond effectively to issues of child safety and wellbeing and support colleagues who disclose harm.
- Staff and volunteers receive training and information on how to build culturally safe environments for children and young people.

Standard 9 – Promote Safety in the Physical and Online Environments

Physical and online environments promote safety and wellbeing while minimising the opportunity for children and young people to be harmed

Our recruitment processes are designed to select appropriate staff and volunteers and to assess their suitability to work at our school and with children. Each job description for staff involved in child-connected work (being those persons with direct contact with children that is regular and not incidental to the work) has a clear statement that sets out the requirements, duties, and responsibilities regarding child protection for those in that role, and the occupant’s essential qualifications, experience, and attributes in relation to child protection. (2022 Staff Recruitment Policy)

In complying with Child Safe Standard 9, an organisation must, at a minimum, ensure:

- Staff and volunteers identify and mitigate risks in the online and physical environments without compromising a child’s right to privacy, access to information, social connections and learning opportunities.
- The online environment is used in accordance with the organisation’s Code of Conduct and child safety and wellbeing policy and practices.
- Risk management plans consider risks posed by organisational settings, activities, and the physical environment.
- Organisations that contract facilities and services from third parties have procurement policies that ensure the safety of children and young people.

Standard 10 – Implementation of Child Safe Standards is Regularly Reviewed and Improved

Implementation of the Child Safe Standards is regularly reviewed and improved

In complying with Child Safe Standard 10, an organisation must, at a minimum, ensure:

- The organisation regularly reviews, evaluates and improves child safe practices.
- Complaints, concerns, and safety incidents are analysed to identify causes and systemic failures to inform continuous improvement.
- The organisation reports on the findings of relevant reviews to staff and volunteers, community and families and children and young people.

Standard 11– Policies and Procedures Document How the Organisation is Safe for Children and Young People

Policies and procedures document how the organisation is safe for children and young people.

In complying with Child Safe Standard 11, an organisation must, at a minimum, ensure:

- Policies and procedures address all Child Safe Standards.
- Policies and procedures are documented and easy to understand.
- Best practice models and stakeholder consultation informs the development of policies and procedures.
- Leaders champion and model compliance with policies and procedures.
- Staff and volunteers understand and implement policies and procedures.

References

[New Child Safe Standards Information Sheet](#) (Commission of Children and Young People)

[What's new? Overview of the new Child Safe Standards](#) (CCYP)

Review of this Document

This document provides a summary of the Child Safe Standards under Ministerial Order 1359 New Child Safe Standards – Managing the Risk of Child Abuse in Victorian Schools and School Boarding Premises. This summary will be reviewed if the legislation changes.