

## CHILD SAFE ORGANISATION POLICY

Eastside Lutheran College has developed the following Child Safe Organisation Policy as an overarching statement that provides key elements of our approach to protecting children from abuse, neglect and grooming and sets the tone for the College's entire Child Safe Program.

The Policy is designed to be Eastside Lutheran College's public statement of commitment to child safety and a demonstration of the College leaders' commitment to champion child safety in our College.

The College's Child Safe Organisation Policy has been approved and endorsed by the College's College Board.

The Policy is reviewed at least annually, in light of experience, the effectiveness of procedures and the publication of relevant research.

The Policy is published on our public website as well as communicated through other mediums such as newsletters, our annual report and in induction and welcome packs for College Board members, staff members, Volunteers and Third Party Contractors.

### Eastside Lutheran College's Child Safe Organisation Policy

#### Policy Objectives

This Policy provides the framework for:

- the development of work systems, practices, policies and procedures that promote child safety, protection and wellbeing within the College;
- the creation of safe and supportive College Environments and a positive and robust child safe culture;
- the promotion and open discussion of child protection issues within the College; and
- complying with all laws, regulations and standards relevant to child protection in Tasmania.

#### Our Statement of Commitment

Eastside Lutheran College is committed to providing education and care to children to assist them to develop into high-achieving, supported students, positively connected to each other and to the communities in which they live and which they will serve.

The College is committed to ensuring the safety, protection and wellbeing of all children at the College and in all College Environments and is dedicated to protecting them from abuse, neglect and grooming.

#### **At Eastside Lutheran College, we have a zero tolerance for child abuse, neglect and grooming.**

The College regards its child protection responsibilities with the utmost importance, and as such is committed to providing the necessary resources to ensure compliance with all relevant child protection laws and regulations and to maintain safe and supportive College Environments for all children and young people.

## **Our Child Safe Values and Principles**

The College's commitment to child safety is based on the following overarching principles that guide the development and regular review of our work systems, practices, policies and procedures to protect children from abuse.

1. All children have the right to be safe.
2. The welfare and best interests of the child are paramount.
3. The views of the child and their privacy must be respected.
4. Clear expectations for appropriate behaviour with children are established in our Child Safety Code of Conduct and Maintaining Professional Boundaries policy.
5. The safety of children is dependent upon the existence of a child safe culture.
6. Child safety awareness is promoted and openly discussed within our College community.
7. Procedures are in place to screen all staff Board members, Volunteers, Third Party Contractors and External Education Providers in accordance with the Registration to Work with Vulnerable People Act 2013 (Tas).
8. Child safety and protection is everyone's responsibility.
9. Child protection training is mandatory for all Board members, staff members, Direct Contact Volunteers and Direct Contact Contractors.
10. Procedures for responding to alleged or suspected incidents of child abuse, neglect or grooming are simple and accessible for all members of the College community.
11. Procedures are in place to ensure all College premises are designed to ensure the safety of children.

## **Our Child Protection Officers**

As part of our commitment to child safety and protection, Eastside Lutheran College has appointed a number of Child Protection Officers (The Student Welfare Team) as honest, mature, ethical and experienced members of the College community who can deal with sensitive issues relating to child protection and safety.

Our Child Protection Officers are available to answer any questions that you may have with respect to our Child Safe Organisation Policy and the Child Safe Program.

## **Child Protection Responsibilities**

The College acknowledges that child protection is everyone's responsibility.

At Eastside Lutheran College all members of the College Board, staff members, Volunteers, Third Party Contractors and External Education Providers have a shared responsibility for contributing to the safety and protection of children. Specific responsibilities for each group of the College community are further explained in our Child Safe Programme.

## Reporting Child Protection Concerns

Our Child Safe Program provides detailed guidance for all members of the College community as to how to identify key risk indicators of child abuse, neglect and grooming and detailed procedures for staff, Volunteers and Contractors to report child abuse, neglect or grooming incidents to relevant external authorities. Following any mandatory report, the Principal or one of our College's nominated Child Protection Officers should be advised.

External Education Providers, Indirect Contact Volunteers, children and young people, parents/guardians and other community members who have concerns that a child may be subject to grooming are asked to contact the Principal by phoning **0362446885** or emailing [wendy.ruback@elc.tas.edu.au](mailto:wendy.ruback@elc.tas.edu.au)

Communications will be treated confidentially on a 'need to know basis', and can be made without threat of victimisation or punishment.

**Whenever there are concerns that a child is in immediate danger the Police should be called on 000.**

Even if a member of the Community is not a mandatory reporter, they may report any concern to the Tasmanian Department of Child Services 1800 00 123 or <https://www.communities.tas.gov.au>

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Next Review 2022