

Student Safety and Wellbeing Policy

1. Policy Statement

Kennedy Baptist College is committed to creating a safe, inclusive and supportive learning environment that promotes the dignity, wellbeing, and safety of every student. The College upholds the rights of all students to be free from harm and seeks to foster a culture of respect, care and accountability.

2. Scope

This policy applies to all students, staff, contractors, volunteers and members of the College community, including staff, volunteers, contractors within the College environment including physical, online and all College-related activities.

3. Rationale

In addition to the College's duty to ensure that reasonable care is taken of its students, the College is required to implement the *National Principles for Child Safe Organisations* as part of its requirements to meet the Department of Education's Registration Standards.

The National Principles for Child Safe Organisations guides the continuing improvement for the provision of a safe and friendly organisation where students can thrive.

4. Our Commitment to Student Safety and Wellbeing

The College adopts a holistic approach to student safety and wellbeing through its implementation of the *National Principles for Child Safe Organisations*.

- 3.1. Leadership – College Board members, Principal and leaders play an active role in building a positive learning environment where students and the wider College community feel safe, respected and connected.
- 3.2. Inclusion – All students and members of the College community actively participate in building an accepting culture that values diversity and fosters positive and respectful relationships.
- 3.3. Student Voice – Students are encouraged to actively participate in their own learning, wellbeing, and decision-making.
- 3.4. Families and Community – Families and community are encouraged to collaborate as partners with the College to support student learning, safety and wellbeing, and the progress of the College.
- 3.5. Support – Students are supported by safe and healthy relationships, experience physical and emotional safety at school and in the community, engage in safe behaviours and are supported by the College community to have their needs met. Students are engaged in learning and have the skills and support needed for successful learning.

5. Four Pillars of Pastoral Care

The College's Four Pillars of Pastoral Care supports students to have a voice and actively participate in their journey at the College through a supportive pastoral care program and relationships with staff they trust, being involved in community outreach programs both domestically and internationally, being given leadership opportunities to represent their peers and contribute to change, and to learn in a positive environment.

6. Student Safety and Wellbeing Strategy

Kennedy Baptist College is committed to the implementation and continual improvement of its Student Safety and Wellbeing Strategy through a risk management approach. The College identifies student safety and wellbeing risks relating to all aspects of the College's activities, operations, and interactions.

The Student Safety and Wellbeing Strategy aims to protect students from harm and promote student safe environments. Strategies include:

6.1. Leadership, governance, and culture

A risk management framework that identifies student safety and wellbeing risks and mitigation strategies for identified risks. This includes College policies and Codes of Conduct that are endorsed by the College Board.

6.2. Empowering students to participate

The 4 Pillars of Pastoral Care and a Pastoral Care Program that empowers students to participate through student leadership, community outreach, and other positive learning opportunities.

6.3. Involving family and community

Opportunities for the involvement of College families and the wider community such as volunteering, participation with the Parents and Friends Association, College surveys and other opportunities.

6.4. Equity upheld and diverse needs respected

College policies that support and encourage the participation of students and families with cultural and linguistically diverse needs.

6.5. Managing staff and volunteers

The College has processes in place for the recruitment and screening of staff, volunteers and contractors.

6.6. Child focused complaint process and reporting

The College has a Students Complaints Handling Policy and process that allows students to report any issues or concerns in a way that they feel comfortable with.

6.7. Ongoing education and training

New staff, volunteers and relevant contractors are inducted in the College's child protection and student safety and wellbeing policies and processes as well as ongoing training and professional learning.

6.8. Safe environments – physical and online

The College continually assesses risks in the physical and online environments including consideration to physical access to students, visible and open spaces, mitigation of off-site activities and online environments.

6.9. Continuous improvement

The College undertakes Child Safe Audits and reviews policies and processes regularly for continuous improvement.

6.10. Child safe policies and procedures

The College implements child safe policies and procedures and keeps all staff and volunteers aware of these policies and procedures.

7. Responsibilities

Ensuring students are safe from harm is everyone's responsibility. At Kennedy Baptist College, all members of the College Board, executive, staff, and volunteers have a shared responsibility for contributing to the safety and wellbeing of students. Specific responsibilities include:

7.1. College Board

The Board is accountable for the effective implementation of the *National Principles for Child Safe Organisations* and ensuring that student safety and wellbeing is embedded in organisational leadership, governance, and culture.

The Board has a non-delegable duty of care for the students to ensure that reasonable steps are taken for the safety of the students while they are on the school premises during the hours when the school is open and during school-related off-site activities.

The Board is responsible for undertaking comprehensive risk audits in relation to child safety.

7.2. Principal

The Principal is responsible and will be accountable for taking all practical measures to ensure that the *National Principles for Child Safe Organisations* are implemented effectively and that a strong and sustainable child safe culture is maintained within the College.

7.3. Executive

Executives are responsible for the implementation of strategies to build a positive school culture that fosters caring and respectful relationships between students

and their teachers and for creating a safe and supportive teaching and learning community that promotes student safety and wellbeing, upholds equity and values diversity.

7.4. Teachers

Teachers have a duty to take reasonable care of the safety and wellbeing of all students in the school. This duty requires the teacher to take all reasonable steps to ensure the safety and welfare of the students from both known and reasonably foreseeable risks of harm and/or injury.

7.5. Staff

Staff are required to:

- Champion and model a child safe culture.
- Have a sound knowledge of children's rights, including their rights to feel safe and be heard, and the accountabilities that accompany these rights.
- Adhere to the *Staff Code of Conduct* and the guidelines on expected behavioural standards and responsibilities.
- Be familiar with the *Student Safety and Wellbeing* and *Child Protection* policies and procedures and their legal obligations with respect to the reporting of child abuse and grooming.
- Be aware of key risk indicators of child abuse and grooming, to be observant, and to raise any concerns they may have relating to child abuse and grooming with the Principal. Staff understand their obligations on information sharing and recordkeeping.

7.6. Volunteers

Volunteers are required to:

- Champion and model a child safe culture.
- Adhere to the *Code of Conduct* and guidelines on expected behavioural standards and responsibilities.
- Complete induction training before commencement of duties and provide their working with children checks.
- Report all child safety concerns to the Principal, which includes safety incidents and child abuse concerns.

8. Reporting Concerns

The College takes seriously its commitment to student safety and wellbeing, and will immediately respond to incidents, complaints or allegations of injury, bullying, grooming or child abuse and breaches of the *Codes of Conduct* or *Student Code of Conduct* in the best interests of students and in accordance with College policies and procedures.

Incidents will be reported promptly to the appropriate authorities by following College procedures. The College will respond to reports of child abuse in accordance with and on the advice of these authorities.

Version control					
Version	Amendments	Date Reviewed	Endorsed by Board	Next Review	Author of version
1	Developed on 02/08/2018				
2		06/06/2020	19/09/2020		
3	Amended policy statement, rationale, terminology used. Deleted National Principles for Child Safe Organisations as reference made in policy statement. Amended Evidence of Implementation and Adoption of the Principles – this makes up the College's Student Safety and Wellbeing Program and is subject to change.	20/09/2023	20/09/2023	06/2024	C Acciano
4	Amended policy statement and our commitment to student safety and wellbeing.	10/06/2025	17/09/2025	06/2027	C Acciano