

## **Student Safety and Wellbeing Policy**

### **Policy Statement**

Kennedy Baptist College is committed to protecting students from all forms of harm by providing a safe environment where students' rights, needs and interests are being met.

The College will immediately respond to student safety incidents, complaints and allegations of grooming, child abuse and breaches of the Student, Staff or Parent Codes of Conduct in the best interests of students and in accordance with College policies and procedures.

The College will demonstrate its leadership and commitment to student safety and wellbeing through the implementation of the *National Principles for Child Safe Organisations*.

### **Scope**

This policy applies to all members of the College community, including staff, volunteers, contractors, external education providers, family members and students. This policy applies to all College environments, physical and online, on-site, and off-site College premises including all College-related activities.

### **Our Commitment to Student Safety and Wellbeing**

- Our College Board, leaders, staff and volunteers model attitudes and behaviours that show they are committed to student safety and wellbeing.
- Our College Board, leaders, staff, and volunteers understand their responsibilities for child safe practices and use this to inform their actions.
- Students share their views and participate in decision making.
- The College values students' views.
- The College communicates with families and communities about how we ensure student safety and wellbeing.
- The College involves families and communities in conversations about student safety and wellbeing.
- All students are able to participate in College life and activities, regardless of circumstances and backgrounds.
- Staff and volunteers effectively support students with diverse needs.
- Staff and volunteers are carefully selected.
- The College continuously supports and supervises staff and volunteers to meet their child safety responsibilities.

- The College has accessible procedures for raising and responding to concerns and complaints.
- The College takes all concerns and complaints seriously and follows up with everyone involved.
- Staff and volunteers are regularly encouraged to and have access to information and training on child safety and wellbeing.
- Staff and volunteers respond effectively when issues of child safety and wellbeing arise.
- The College's risk management program and practices addresses physical and online risks.
- The College regularly reviews child safe practices and uses reviews to improve those practices.
- The College's policies and procedures on child protection and student safety and wellbeing are documented and easily accessible.
- Everyone in the College knows how to apply the child protection and student safety and wellbeing policies and procedures.

## Rationale

The *School Registration Standard 10.1* requires the College to implement the *National Child Safe Organisation Principles*. Also refer to *sections 159(1)(l) and 160(1)(h) of the School Education Act 1999*.

## Terminology

A **Child Safe Organisation** puts the best interests of children and young people first and creates a culture, adopts strategies and takes action to provide safe environments where their rights, needs and interests are met; promotes child wellbeing; and, prevents harm to children and young people.

A Child Safe Organisation consciously and systematically:

- Creates an environment where children's safety and wellbeing are the centre of thought, values, and actions.
- Places emphasis on genuine engagement with, and valuing of, children and young people.
- Creates conditions that reduce the likelihood of harm to children and young people.
- Creates conditions that increase the likelihood of identifying any harm.
- Responds to any concerns, disclosures, allegations, or suspicions of harm.

**Harm** can take many forms such as intentional and unintentional physical and emotional harm, accidental injury, exposure to physical hazards, bullying and cyberbullying, child abuse and neglect, exposure to violence and grooming.

## **Student Safety and Wellbeing Program**

Kennedy Baptist College is committed to the implementation and continual improvement of its Student Safety and Wellbeing Program 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 Program aims to protect students from harm and promote student safe environments. Strategies include:

### **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.

### **2. Empowering students to participate**

A Pastoral Care Program that empowers students to participate through student leadership, community outreach, and other positive learning opportunities.

### **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.

### **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.

### **5. Managing staff and volunteers**

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

### **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.

## **7. Ongoing education and training**

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

## **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.

## **9. Continuous improvement**

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

## **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.

## **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:

### **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.

### **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.

### **Executive**

Executive is 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.

### **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.

### **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.

### **Volunteers**

Volunteers are required to:

- Champion and model a child safe culture.
- Adhere to the *Code of Conduct* and the 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.

### **Reporting Concerns**

The College takes seriously its commitment to student safety and wellbeing, and will immediately respond to student safety incidents, complaints and allegations of grooming, child abuse and breaches of the *Code 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.

Contractors, volunteers, visitors, students, parents / guardians or other community members who have concerns that a child may be at risk of abuse or harm are to discuss their concerns with the Principal.

The Principal will nominate staff to assist in coordinating responses to student safety incidents.

This excludes mandated reporters' obligations to report any sexual abuse concerns to Mandatory Reporting Services.

<b>Version Control</b>					
Version	Date Published	Changes	Endorsed by the Board	Next Review	Author of version
1	02/08/2018		19/09/2020	06/2022	
2	06/06/2020		24/06/2020	06/2022	
3	04/10/2023	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	06/2024	C Acciano