Our Child Protection and Safety Policy
St Joseph's has developed the following Child Protection and Safety Policy. This policy is an overarching document that provides key elements of our approach to protecting children from abuse. It is designed to be communicated through our public website as well as through other mediums such as newsletters, our annual report and in induction and welcome packs for School Advisory Board members, staff and volunteers.

1.0 INTRODUCTION
‘...the promotion of the human person is the goal of the Catholic school.’

The Catholic School on the Threshold of the Third Millennium, par. 9

Protection for children and young people is based upon the belief that each person is made in the image and likeness of God and that the inherent dignity of all should be recognised and fostered.

St Joseph’s School is committed to complying with Ministerial Order 870 and following the Victorian Child Safe Standards. An embedded culturally driven approach to child protection and safety in all schools means that protecting children from abuse is evident in the everyday thinking and practice of leaders, staff and volunteers.

Catholic schools are entrusted, in partnership with parents/guardians/caregivers who are the primary educators of their children, with the total education of the child. Catholic school staff therefore have a duty of care to students during school operating hours and at other times when a staff/student relationship exists. Staff fulfil this duty by taking reasonable care to avoid acts or omissions which they can reasonably foresee would be likely to result in harm or injury to the student.

Under the National Framework for Protecting Australia’s Children 2009-2020, protecting children is everyone’s responsibility – parents, communities, governments and businesses all have a role to play. In Victoria, a joint protocol, Protect: Identifying and Responding to All Forms of Abuse in Victorian Schools, involving the Victorian Department of Educational and Training (DET), the Catholic Education Commission of Victoria Ltd (CECV) and Independent School Victoria (ISV) exists to protect the safety and well-being of children and young people. DET has also produced Four Critical Actions for Schools: Responding to Incidents, Disclosures and Suspicions of Child Abuse and Responding to Suspected Child Abuse: A Template for all Victorian Schools, both of which are referred to in the joint protocol. All teachers, other staff members, volunteers, contractors, other service providers, parish priests, canonical and religious order administrators of Catholic schools within Victoria must understand and abide by the professional, moral and legal obligations to implement child protection and child safety policies, protocols and practices.

For the purposes of this joint protocol, acting in the best interests of the child includes:

- reporting to Child Protection all allegations or disclosures of physical abuse, sexual abuse, emotional abuse and neglect
- reporting to Child Protection when a belief is formed that a child has been harmed or is at risk of being harmed
- making the child’s ongoing safety and well-being the primary focus of decision-making
• sharing appropriate information, expertise and resources with other service providers supporting the child
• protecting and promoting the cultural and spiritual identity of a child and maintaining their connection to their family or community of origin
• enabling the child and the child’s family to access appropriate services in order to reduce the long-term effects of abuse or neglect.

2.0 PURPOSE
The School is committed to child protection strategies and procedures to ensure the care, safety and protection of all children in the school.

This document is to provide guidance on developing policies and procedures to maximize the safety and protection of students in the school.

The document sets out the procedures to be followed to ensure that prompt, professional, sensitive and appropriate action is taken by staff in this school.

3.0 PRINCIPLES
In the best interests of the child, the child protection strategies and procedures to be followed are based on the following principles:

3.1 St Joseph’s has a zero tolerance for child abuse and is committed to acting in children’s best interests and keeping them safe from harm.

3.2 Every child and young person has a right to be safe.

3.3 Take into account the diversity of all children, including (but not limited to) the needs of Aboriginal and/or Torres Strait Islander children, from culturally and/or linguistically diverse backgrounds.

3.4 The school environment is expected to be safe, supportive, inclusive and empowering.

3.5 The school community is dedicated to the protection and safety of all children and young people as reflected in the CECV Commitment to Child Safety.

3.6 All staff in St Joseph’s have a responsibility to care for children and to promote their safety, protection and well-being.

3.7 All children have the right to a thorough and systematic education in all aspects of personal safety in partnership with their parents/guardians/caregivers.

3.8 In any dealings regarding safety, the dignity, protection and well-being of students involved shall be maintained and respected.

3.9 The Principal is required to ensure that all staff, volunteers and contractors adhere to legislation and policies with respect to child protection.

3.10 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.

4.0 DEFINITIONS
4.1 Bullying: Repeated verbal, physical, social or psychological behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons. Bullying may involve cyber bullying, which refers to bullying through information and communication technologies. Conflict or fights between equals and single incidents are not defined as bullying. (Safe Schools Hub, 2015)

4.2 Child Abuse: Any non-accidental behaviour by parents, caregivers, other adults or older adolescents that is outside the norms of conduct and entails a substantial risk of causing physical or emotional harm to a child or young person. Such behaviours may be intentional or unintentional and can include acts of omission (i.e. neglect) and commission (i.e. abuse). Child abuse is commonly divided into five main subtypes: physical abuse; emotional maltreatment; neglect; sexual abuse; and the witnessing of family violence. (Safe Schools Hub, 2015)

4.3 Child Neglect: The failure by a parent or caregiver to provide a child (where they are in a position to do so) with the conditions that are culturally accepted as being essential for their physical and emotional development and wellbeing. This can be:
- physical neglect, i.e. lack of safety, cleanliness, adequate clothing, housing, food and health care;
- emotional neglect, i.e. a lack of caregiver warmth, nurturance, encouragement and support;
- educational neglect, i.e. failure to provide appropriate educational opportunities for the child; and
- environmental neglect, i.e. failure to ensure environmental safety, opportunities and resources. (Safe Schools Hub, 2015)

4.4 Child Physical Abuse: Generally, child physical abuse refers to the non-accidental use of physical force against a child that results in harm to the child. Physically abusive behaviours include shoving, hitting, slapping, shaking, throwing, punching, kicking, biting, burning, strangling and poisoning. The fabrication or induction of an illness by a parent or carer (previously known as Munchausen syndrome by proxy) is also considered physically abusive behaviour. (Safe Schools Hub, 2015)

4.5 Child Protection: Statutory services designed to protect children who are at risk of serious harm. (Safe Schools Hub, 2015)

4.6 Child Sexual Abuse: Any sexual activity between a child under the age of consent (16) and an adult or older person (i.e. a person five or more years older than the victim) is child sexual abuse. Child sexual abuse can also be:
- Any sexual behaviour between a child and an adult in a position of power or authority over them (e.g. a teacher). The age of consent laws do not apply in such instances due to the strong imbalance of power that exists between young people and authority figures, as well as the breaching of both personal and public trust that occurs when professional boundaries are violated.
- Any sexual behaviour between a child and an adult family member is always sexual abuse regardless of issues of consent, equality or coercion.
- Sexual activity between peers that is non-consensual or involves the use of power or coercion.
- Non-consensual sexual activity between minors (e.g. a 14-year-old and an 11-year-old), or any sexual behaviour between a child and another child or adolescent who, due to their age or stage of development, is in a position of power, trust or responsibility over the victim. Sexual activity between adolescents at a similar developmental level is not considered abuse. (Safe Schools Hub, 2015)

4.7 Mandatory Reporting: The legal requirement to report suspected cases of child abuse and neglect is known as mandatory reporting. Mandated persons include teachers, nurses, police, psychologists, psychiatrists and medical practitioners. (Safe Schools Hub, 2015)
5.0 PROCEDURES

5.1 St Joseph’s School will use the **Child Safe Standards** to establish and embed a **Child Protection Program** which sets out in detail the internal policies, procedures and workplace systems it has adopted.

5.2 All school staff, volunteers and contractors who identify concerns regarding the sexual, physical, psychological and emotional abuse or neglect of a child must respond according to Mandatory Reporting, Grooming, Failure to Disclose and Failure to Protect legislation and policies. (Use the **Protect** form)

5.3 When an allegation is directed against school employees (teachers, administrative staff, grounds staff or any other staff member), staff are to inform the CEO's Child Protection Officer in addition to following reporting requirements.

5.4 Allegations directed against any clergy or members of religious institutes should be reported to police and the Bishop of the Diocese, via the Director of Catholic Education or the Professional Standards Officer. The reporting person(s) must also fulfill other relevant requirements, i.e. mandatory reporting.

5.5 The Principal shall ensure that staff receive induction and ongoing professional learning in relation to the child safety and protection policies and procedures, inclusive of mandatory reporting, on an annual and ongoing basis.

5.6 The Principal shall ensure the school's pastoral care structures reflect all child safety and protection policies and procedures.

5.7 St Joseph's will create a **Code of Conduct** for staff, volunteers and contractors.

5.8 All school staff, volunteers and contractors will be required to follow the school’s **Code of Conduct**.

6.0 EXPECTED OUTCOMES

6.1 School will adhere to its own policy regarding child safety and protection.

6.2 All staff, volunteers and contractors will report child safety issues in line with legislated reporting obligations.

6.3 School community members will work respectfully and collaboratively with families and communities.

6.4 School employees are informed of child safety and protection and are expected to be self-aware and adhere to their professional obligations and responsibilities.

6.5 All allegations will receive a prompt response and be clearly documented.

6.6 School will display the poster outlining the Four Critical Actions for Schools in accessible and strategic areas of the school.

7.0 REFERENCES

Child Protection and Safety Policy – Updated 2017
Whenever there are concerns that a child is in immediate danger the Police should be called on 000.

RELATED POLICIES
- Pastoral Care Policy
- Protection of Children – Grooming Policy
- Protection of Children – Failure to Disclose Policy
- Protection of Children – Failure to Protect Policy

Policy & Program Review
St Joseph’s is committed to the continuous improvement of our Child Protection Program. The Program is regularly reviewed for overall effectiveness and to ensure compliance with all child protection related laws, regulations and standards.

Implementation Date: July 2016

Revised Date: December 2017
Revised Date: December 2018
Review Date: December 2020