



Lake Boga Primary School  
3278



# Child Safe

## Policy

### **Rationale:**

This policy was written to demonstrate the commitment of the School to child safety and to provide an outline of the policies and practices we have developed to keep everyone safe from any harm. (e.g. bullying or abuse.)

### **Commitment to child safety:**

All children who come to Lake Boga Primary School have a right to feel and be safe. The welfare of the children in our care will always be our first priority and we have a zero tolerance to child abuse. We aim to create a child safe and child friendly environment where children feel safe and have fun.

This policy applies to all staff, volunteers, children and individuals involved in our organisation.

### **Children's rights to safety and participation:**

Lake Boga Primary School staff and volunteers encourage children to express their views. We listen to their suggestions, especially on matters that directly affect them. We actively encourage all children who use our services to 'have a say' about things that are important to them. We teach children about what they can do if they feel unsafe. We listen to and act on any concerns children or their parents, raise with us.

A positive culture will be developed where un-safe behaviours such as bullying or harassment is not accepted, and in so doing, all will have the right of respect from others, the right to learn or to teach, and a right to feel safe and secure in their educational and online environments at all times.

### **Implementation:**

- Recognition and knowledge by all, through explicit teaching, on the right to feel and be safe. Bullying compromises that right. It may consist of physical harm, harassment, verbal insults or hurtful remarks, or actions designed to hurt somebody's reputation, social standing or to cause humiliation and may be carried out directly or indirectly, and may include the use of digital technologies such as social network sites, websites or on-line chat rooms.
- A zero tolerance position on bullying/discrimination or harassment communicated clearly and frequently.
- Our school will combat bullying/discrimination or harassment by providing a safe, secure and stimulating learning environment based on our Kids Matter and wellbeing graphic.
- The provision of programs that promote inclusiveness, resilience, life and social skills, assertiveness, conflict resolution and problem solving will form an integral part of our curriculum from Early Years to Year 6. In particular, assertiveness training and bystander training that builds skills in children to challenge and/or report unacceptable behaviour are incorporated into the curriculum.
  - The school has a structured program to address incidents and issues through
    - Primary prevention

- Process for management of isolated, infrequent or less serious incidents (e.g. red and orange card system for tier 2 behaviours)
- Process for management of repetitive or serious incidents
- Immediate notification for any form of identified child abuse

### **Valuing diversity and Inclusion:**

We value diversity and do not tolerate any discriminatory practices. Discrimination refers to any behaviour or practice based upon an assumption that one group is superior to another, any behaviour that disadvantages people on the basis of the real or perceived membership of a particular group, and includes behaviour such as less favourable treatment, unfair exclusion, and asking discriminatory questions. Discrimination/ Harassment or bullying in any form is unacceptable. We aim to provide a fair and supportive environment, that promotes personal respect, values diversity, and provides physical and emotional safety. This includes promoting the cultural safety, participation and empowerment of:

- Aboriginal children and their families
- Children from culturally and/or linguistically diverse backgrounds and their families
- Children with a disability and their families.

### **Recruiting staff and volunteers:**

Lake Boga Primary School applies standards in the recruitment and screening of staff and volunteers. We interview and conduct referee checks and policy checks on all staff. We require the provision of a Working with Children Check for all staff and volunteers. Our commitment to Child Safety and our screening requirements are included in all advertisements.

### **Supporting staff and volunteers:**

Lake Boga Primary School seeks to attract and retain the best staff and volunteers. We provide support and supervision so people feel valued, respected and fairly treated. Our school philosophy provides guidance to our staff and volunteers and is available on the school website.

### **Reporting a child safety concern or complaint:**

The Principal has been appointed as Child Safety Persons with the specific responsibility for responding to any complaints made by staff, volunteers, parents or children.

### **Risk Management:**

We recognise the importance of a risk management approach to minimising the potential for bullying, child abuse or harm to occur and use this to inform our policy, procedures and activity planning.

### **Reviewing this policy:**

This policy will be reviewed as part of the school's 3 year review cycle.

This policy was last ratified by School Council in....

**September 2017**