



Bendigo Special Developmental School

Child Safe Standards at BSDS 2020-2023

PRINCIPLE OF INCLUSION

Bendigo Special Developmental School takes account of and makes reasonable efforts to accommodate the diversity of all children in implementing the Child Safe Standards, for example:

- Significant cultural events such as NAIDOC week are noted and/or celebrated.
- Specialist Staff (therapists/social worker) are accessible within the school to support staff on supporting the needs of diverse families.
- Child Safety information, regarding students and families from diverse background is displayed in prominent and accessible places within the school and wider network (newsletters/student diaries/school handbook).
- School leadership takes account of diversity when making decisions regarding the Child Safe Standards.

Furthermore, the school's Child Safety Policy refers to the diversity of all children, and specifically mentions Aboriginal and Torres Strait Islander children, children from culturally and linguistically diverse backgrounds, children with disabilities, and children who are vulnerable.

CHILD SAFE STANDARD 1: STRATEGIES TO EMBED AN ORGANISATIONAL CULTURE OF CHILD SAFETY

Bendigo Special Developmental School (and school council where relevant) has developed a, Principal approved, Child Safety Policy, which includes a "Statement of Commitment to Child Safety". This document outlines strategies to inform and embed an organisational culture of child safety. In accordance with the Ministerial Order on Child Safe Standards Bendigo Special Developmental School ensures that appropriate guidance and training is provided to their staff and school council members "at least annually" on roles and responsibilities for managing the risk of child abuse, child abuse risks in the school environment, and the school's current child safety standards. Strategies outlined in this document include:

LEADERSHIP/ADMINISTRATION

- The School's Child Safety Policy, Child Safety Code of Conduct and Child Safety Responding and Reporting Obligations (including Mandatory Reporting) Policy and Procedures are diarised to be reviewed and updated every 3 years with current policies to be publically available.

- The Schools Child Safety Risk Assessment Register states staff who have been allocated specific child safety-related roles and responsibilities. The register is diarised to be reviewed and updated annually with an inbuilt action plan to address any identified gaps or areas for improvement. Current policies are to be publically available.
- Will ensure that child safety is an agenda item at Leadership/ staff meetings and/ school council meetings.
- Will follow the Department's Recruitment in Schools guide to ensure child safe recruitment practices.
- Will ensure the prospective Volunteers and Visitors to the school comply with the relevant policies and procedures .

SCHOOL COUNCIL

- Will undertake annual guidance and training on child safety, by viewing the Child Safe Standards School Council Training PowerPoint.
- Approve the Child Safety Code of Conduct to the extent that it applies to school council employees and members, and if updated, note the new document in school council meeting minutes.
- When hiring employees, ensure that selection, supervision and management practices are child safe and in accordance with the Recruitment in Schools Guide.

SCHOOL EMPLOYEES

- ALL SCHOOL STAFF must maintain familiarity with the school's Child Safety Policy, Child Safety Code of Conduct and Child Safety Responding and Reporting Obligations (including Mandatory Reporting) Policy and Procedures (plus Four Critical Actions For Schools) and act in accordance to the outlined legal obligations, procedures and expectations.
- ALL STAFF must complete annually
 - The Protecting Children – Mandatory reporting and other obligations online module.
 - Watch the Commission for Children and Young People's video on Creating a Child Safe Organisation
 - Review of the Identifying and Responding to All Forms of Abuse in Victorian Schools
- New employees read the school's Child Safety Policy, Child Safety Code of Conduct and Child Safety Responding and Reporting Obligations (including Mandatory Reporting) Policy and Procedures (plus Four Critical Actions For Schools), and maintain familiarity with these documents.
- On induction to the school Volunteers are referred to the Child Safety Policy, the Child Safety Code of Conduct, and the Child Safety Responding and Reporting Obligations (including Mandatory Reporting) Policy and Procedures on the school website.
- Visitors will, as stated in the Visitors policy, follow instruction from school staff and abide by all relevant policies relating to appropriate conduct on school grounds including Child Safe Standards, Sexual Harassment Policy, Workplace Bullying Policy, Respect for School Staff, Statement of Values and School Philosophy.

PROGRAMS

Bendigo Special Developmental School will utilise the School-Wide Positive Behaviour framework and health and wellbeing programs such as Resilience, Rights and Respectful Relationships to deliver appropriate education to its students about Child Safety, in particular:

- standards of behaviour for students attending the school;
- healthy and respectful relationships (including sexuality);
- resilience; and
- child abuse awareness and prevention.

In addition Bendigo Special Developmental School will promote the Child Safe Standards in ways that are readily accessible, easy to understand, and user-friendly to children, including:

- All of our child safety policies and procedures will be available for the students and parents at Bendigo Special Developmental School to read.
- PROTECT Child Safety posters will be displayed across the school
- School newsletters (recommended once per term) will inform students and the school community about the school's commitment to child safety, and strategies or initiatives that the school is taking to ensure student safety

School Leadership will maintain records of the aforementioned strategies.

CHILD SAFE STANDARD 2: A CHILD SAFETY POLICY

Bendigo Special Developmental School has a Principal approved Child Safety Policy. The Child Safety Policy is made publicly available in these ways

- publishing on the school's website
- school newsletters
- public display on school grounds

CHILD SAFE STANDARD 3: A CHILD SAFETY CODE OF CONDUCT

Bendigo Special Developmental School has developed, a Principal approved, Child Safety Code of Conduct. The school council has approves the Code of Conduct (to the extent it applies to school council employees and members,). The Code of Conduct is made publicly available by

- publishing on the school's website
- school newsletters
- public display on school grounds.
- available in hard copy

CHILD SAFE STANDARD 4: SCREENING, SUPERVISION, TRAINING AND OTHER HUMAN RESOURCES PRACTICES THAT REDUCE THE RISK OF CHILD ABUSE

The Principal ensures the school follows the Recruitment in Schools Guide to ensure the school's hiring practices are child safe.

School councils (for school council employees, unless delegated to the Principal) ensure that selection, supervision and management practices are child safe, including:

- Ensure that jobs involving child-connected work have a statement setting out the job's requirements and duties regarding child safety.
- Inform applicants for jobs involving child-connected work about the school's child safety practices (including the Code of Conduct).
- Complete suitability checks for the preferred candidate.
- Ensure that appropriate supervision and support arrangements are in place.
- The school follows their Volunteers and Visitors policies.
- The Child Safety Policy refers to the school's recruitment, supervision and management practices in place to protect children.

CHILD SAFE STANDARD 5: PROCEDURES FOR RESPONDING TO AND REPORTING SUSPECTED CHILD ABUSE

- The school has developed, a Principal approved, Child Safety Responding and Reporting Obligations (including Mandatory Reporting) policy and procedure document, and this along with the Four Critical Actions For Schools provides the clear expectations all staff and volunteers when making a report about a child or young person who may be in need of protection. These document are made publicly available and accessible by
 - publishing on the school's website
 - school newsletters
 - public display of the Four Critical Actions on school grounds.

CHILD SAFE STANDARD 6: STRATEGIES TO IDENTIFY AND REDUCE OR REMOVE RISKS OF CHILD ABUSE

Bendigo Special Developmental School develops, implements, records, and monitors risk management strategies by using a Child Safety Risk Assessment Register, approved by the Principal

Bendigo Special Developmental School monitors the effectiveness of the risk management strategies by:

- The Principal or another staff member reviews the Child Safety Risk Assessment Register (or other document) annually to make sure it is effective, up to date and reflects any changes in

the school's environment (e.g. a particular reporting process has changed, a new campus has opened, the Principal has been notified of a risk related to a school council activity, etc.)

- At least annually, the school council undertakes appropriate guidance and training about child safety
- At least annually, the Principal ensures appropriate guidance and training about child safety is provided to school staff in the following ways
 - Staff complete the online module Protecting Children: Mandatory Reporting and Other Obligations
 - Staff watch the Commission for Children and Young People's video on Creating a Child Safe Organisation
 - Staff review of Identifying and Responding to All Forms of Abuse in Victorian Schools

CHILD SAFE STANDARD 7: STRATEGIES TO PROMOTE CHILD PARTICIPATION AND EMPOWERMENT

The school develops, and the Principal approves, strategies to deliver appropriate education about:

- Standards of behaviour for students attending the school
- Healthy and respectful relationships
- Resilience; and
- Child abuse awareness and prevention.

The school promotes the Child Safe Standards in ways that are readily accessible, easy to understand, and user-friendly to children by

- PROTECT poster is displayed in the school
- All Child Safe Standards documents are publicly available
- Staff will implement SW-PBS Framework and Resilience, Rights and Respectful Relationship programs according to the school's curriculum expectations