

# Child Safety Policy

Policy Ref. #: 865-20190527

## 1. Purpose

*The purpose of this policy is to set out the child safe standards by which the College is managed and operated.*

## 2. Scope

*This policy applies to all staff, students, parents, volunteers and community members associated with the College.*

## 3. Background

*The development of this policy comes from the Royal Commission into Institutional Responses to Child Sexual Abuse and is based on their publication "Creating Child Safe Institutions".*

## 4. Definitions

*The following definitions will be found within this policy document:*

*"College": Cornerstone Christian College Ltd*

## 5. Legislation, Standards & Internal Policies

- Children and Community Services Act 2004.*
- Staff Appointment and Induction policy*

## 6. Policy

*The policy of the College is to;*

- 1. Provide direction for the protection of children from grooming and abuse.*
- 2. Outline the responsibilities of the members of the College community regarding child safety.*
- 3. Provide direction for how to report a concern about child safety.*

## 7. Approved by

*This policy has been approved by the Principal, Garry Maynard, on the 27<sup>th</sup> May, 2019 and will be reviewed within 12 months of this date.*

## 8. Review Schedule

DATE	REVIEW/ADJUSTMENT	APPROVED BY



## Child Safety Policy

### Statement of Commitment

Cornerstone Christian College is committed to the protection of all children from all forms of child abuse and grooming, and demonstrates this commitment through the implementation of a comprehensive Child Protection Program designed to keep children safe.

### Child Safety Policy

Cornerstone Christian College is a child safe and child friendly environment.

At Cornerstone Christian College, we have a zero tolerance for child abuse and grooming, and are committed to acting in children's best interests and keeping them safe from harm. The College regards its child protection responsibilities with the utmost importance and as such, is committed to providing the necessary resources to ensure compliance with all relevant child protection laws and regulations and maintain a child safe culture.

### Child Safe Standards

The College's commitment to child safety is based on the Royal Commission's Creating Child Safe Institutions that guides the development and regular review of our strategies, policies and procedures, systems and processes to protect children from abuse:

1. Child safety is embedded in institutional leadership, governance and culture.
2. Children participate in decisions affecting them and are taken seriously.
3. Families and communities are informed and involved.
4. Equity is promoted and diversity respected.
5. People working with children are suitable and supported.
6. Processes to respond to complaints of child sexual abuse are child focused.
7. Staff are equipped with the knowledge, skills and awareness to keep children safe through continual education and training.
8. Physical and online environments minimise the opportunity for abuse to occur.
9. Implementation of child safe standards is continuously reviewed and improved.
10. Policies and procedures document how the institution is child safe.

### Child Protection Program

The College has in place policies, procedures, practices and strategies for the prevention of child abuse and grooming, informed by authoritative and context appropriate child-safe organisation frameworks, approved by the Board, reviewed annually and updated in light of experience and relevant research. The College's Child Protection Program includes, but is not limited to:

- Clear information as to what constitutes grooming and child abuse and associated key risk indicators;
- Clear procedures for responding to and reporting allegations of grooming and child abuse;
- Strategies to support, encourage and enable staff, volunteers, contractors, visitors, parents/guardians and students to understand, identify, discuss and report child protection concerns;
- Robust human resources policies and procedures, recruitment and screening practices for staff and volunteers;
- Pastoral care strategies designed to empower students and keep them safe;
- Policies with respect to equity, diversity and students with disabilities;
- A developmentally appropriate protective behaviours curriculum;



- Information regarding the steps to take after a disclosure of abuse and grooming to protect, support and assist children;
- Guidelines with respect to record keeping and confidentiality;
- Provision of information to parents/guardians about the protective behaviours curriculum, the staff code of conduct and when, how and who to tell when they have concerns;
- A system for continuous improvement and review; and
- Arrangement of the premises and facilities to deter inappropriate interactions and facilitate detection.

## Responsibilities

Child Protection is everyone's responsibility. At Cornerstone Christian College, all members of the Board, staff and volunteers have a shared responsibility for contributing to the safety and protection of children. All staff are required to be familiar with the content of our Child Protection Program and their legal obligations with respect to the reporting of child abuse and grooming. It is each individual's responsibility to 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.

## Reporting Concerns

If anyone associated with the College has a concern that a child may be subject to abuse or grooming they are encouraged to discuss their concerns with the Principal, or to raise their concern in writing or by email to [principal@cornerstone.education](mailto:principal@cornerstone.education). Communications will be treated confidentially on a "need to know basis".