



Geelong Lutheran College is committed to providing a safe environment for all our students when they are in the care of the College.

Geelong Lutheran College has developed this Child Safe Policy as an overarching document that provides key elements of our approach to protecting children from abuse. It forms the foundation of the College's procedures, practices, decision making processes and ultimately the College's culture with respect to child safety, in line with Ministerial Order 1359.

The College's Child Safe Policy has been approved and endorsed by the College's College Board and is regularly reviewed by the Board.

Definitions

The College: Geelong Lutheran College St John's Newtown and Armstrong Creek

Parents: Parents, Guardians, Caregivers

MO 1359: Ministerial Order 1359 was issued by the Victorian Minister of Education on 31 January 2022 for implementation by 1 July 2022

Rationale

This Policy provides the framework for:

- the development of work systems, practices, policies and procedures that
- the promotion of child safety within the College
- the creation of a positive and robust child safe culture
- the promotion and open discussion of child safety issues within the College
- compliance with all laws, regulations and standards relevant to child safety in Victoria

Statement of Commitment to Child Safety

Geelong Lutheran College is committed to providing a child safe and child friendly environment, where children and young people are safe and feel safe to actively participate in decisions that affect their lives.

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

Child Safe Values and Principles

The College's commitment to child safety is based on the following overarching principles that guide the development and regular review of our work systems, practices, policies and procedures to protect children from abuse.

1. All children have the right to be safe.
2. The welfare and best interests of the child are paramount.
3. The views of the child and a child's privacy must be respected.
4. Clear expectations for appropriate behaviour with children are established in our Child Safety Code of Conduct and Staff and Student Professional Boundaries Policy.
5. The safety of children is dependent upon the existence of a child safe culture.
6. Child safety awareness is promoted and openly discussed within our College community.



7. Procedures are in place to screen all Staff, Direct Contact Volunteers**, Third Party Contractors and External Education Providers who have direct contact with children.
8. Child safety and protection is everyone's responsibility.
9. Child safety training is mandatory for all College Board members, Staff and Direct Contact Volunteers.
10. Procedures for responding to alleged or suspected incidents of child abuse are simple and accessible for all members of the College community in our Intranet (SIMON), Staff and Parent Handbooks.
11. Children from culturally or linguistically diverse backgrounds have the right to special care and support including those who identify as Aboriginal or Torres Strait Islander.
12. Children who have any kind of disability have the right to special care and support.

**Direct Contact Volunteers are those volunteers who are involved in providing support, guidance and supervision directly to students and could potentially have direct contact with students during the normal course of providing the volunteer service.

The Worker Screening Act 2020 (Vic) defines *direct contact* as any contact between a person and a child (aged under 18) that involves:

- physical contact;
- face to face contact;
- contact by post or other written communication;
- contact by telephone or other oral communication; or
- contact by email or other electronic communication.

Examples of Direct Contact Volunteer activities may include volunteers involved in College camps and excursions, coaching sporting teams or assisting in learning activities.

Child Safety Program

Geelong Lutheran College is committed to the effective implementation of our Child Safety Program and ensuring that it is appropriately reviewed and updated. We adopt a risk management approach by identifying key risk indicators and assessing child safety risks based on a range of factors including the nature of our College's activities, physical and online environments and the characteristics of the student body.

Our Child Safety Program relates to all aspects of protecting children from abuse and establishes work systems, practices, policies and procedures to protect children from abuse. It includes:

- clear information as to what constitutes child abuse and associated key risk indicators
- clear procedures for responding to and reporting allegations of child abuse
- strategies to support, encourage and enable Staff, Volunteers, Third Party Contractors, External Education Providers, parents and students to understand, identify, discuss and report child safety matters
- procedures for recruiting and screening College Board members, Staff, Direct Contact Volunteers, Third Party Contractors and External Education Providers
- procedures for reporting reportable conduct and/or misconduct
- pastoral care strategies designed to empower students and keep them safe
- policies with respect to cultural diversity and students with disabilities
- a child safety training program
- information regarding the steps to take after a disclosure of abuse to protect, support and assist children
- guidelines with respect to record keeping and confidentiality



- policies to ensure compliance with all relevant laws, regulations and standards (including the Victorian Child Safe Standards)
- a system for continuous review and improvement

As a part of the College's induction process, all Staff and Direct Contact Volunteers are required to complete a selection of training modules on the content of our Child Safety Program.

Ongoing child safety training is provided at least annually.

Staff, Volunteers, Third Party Contractors and External Education Providers are supported and supervised by the College's Child Protection Officers to ensure that they are compliant with the College's approach to child safety.

Responsibilities

Child safety is everyone's responsibility. At Geelong Lutheran College, the College Board and Staff, as well as Volunteers, have a shared responsibility for contributing to the safety and protection of children. Specific responsibilities include:

College Board

Each member of the College Board is required to ensure that appropriate resources are made available to allow the College's Child Safe Policy and the Child Safety Program to be effectively implemented within the College and are responsible for holding the Executive Principal and the senior management accountable for effective implementation.

Executive Principal

The Executive Principal is responsible, and will be accountable for, taking all practical measures to ensure that this Child Safe Policy and the College's Child Safety Program are implemented effectively and that a strong and sustainable child safety culture is maintained within the College.

The College's Child Protection Officers

A number of staff members have been nominated as the College's Child Protection Officers (as listed on the Staffroom Noticeboard). Our Child Protection Officers receive additional specialized training with respect to child safety issues. They are the first point of contact for raising child safety concerns within the College. They are also responsible for championing child safety within the College and assisting in coordinating responses to child safety incidents.

Staff Members

All staff are required to be familiar with the content of our Child Safe Policy and our Child Safety Program and their legal obligations with respect to the reporting of child abuse. It is each individual's responsibility to be aware of key risk indicators of child abuse, to be observant, and to raise any concerns they may have relating to child abuse with one of the College's Child Protection Officers.

Direct Contact Volunteers

All Direct Contact Volunteers, as defined in this Policy, are required to be familiar with the content of our Child Safety Program, particularly this Child Safe Policy and our Child Safety Code of Conduct, and their legal obligations with respect to the reporting of child abuse.



It is each individual's responsibility to be aware of key risk indicators of child abuse, to be observant, and to raise any concerns they may have relating to child abuse with one of the College's Child Protection Officers.

Indirect Contact Volunteers

Indirect Contact Volunteers are those volunteers who are involved in providing support and services whilst not directly assisting a specific group of students.

All Indirect Contact Volunteers are responsible for contributing to the safety and protection of children in the College environment.

All Indirect Contact Volunteers are required by the College to be familiar with our Child Safe Policy and our Child Safety Code of Conduct.

Examples of Indirect Contact Volunteer activities may include assisting with College administrative functions.

Third Party Contractors

All Third-Party Contractors engaged by the College are responsible for contributing to the safety and protection of children in the College environment.

Third Party Contractors include, for example, maintenance and building personnel, consultants, casual teachers, tutors, sports coaches and College cleaners.

This also includes music teachers and other extra-curricular teachers and instructors who are engaged by students and their families directly, rather than the College, but have an agreement with the College to use the College's facilities.

All Third-Party Contractors engaged by the College are required by the College to be familiar with our Child Safe Policy and our Child Safety Code of Conduct.

External Education Providers

An External Education Provider is any organisation that the College has arranged to deliver a specified course of study that is part of the curriculum, to a student or students enrolled at the College.

The delivery of such a course may take place on College premises or elsewhere.

All External Education Providers engaged by the College are responsible for contributing to the safety and protection of children in the College environment.

All External Education Providers engaged by the College are required by the College to be familiar with our Child Safe Policy and our Child Safety Code of Conduct and will be directed to do so by the Human Resource, Risk & Compliance Manager.

Geelong Lutheran College may include this requirement in the written agreement between it and the External Education Provider.

Reporting Child Abuse Concerns

Our Child Safety Program provides detailed guidance for the College Board, staff and Direct Contact Volunteers as to how to identify key risk indicators of child abuse and how to report child abuse concerns to one of our College's



nominated Child Protection Officers. It also contains detailed procedures with respect to the reporting of child abuse incidents to relevant authorities.

Staff, Third Party Contractors, External Education Providers, Volunteers, students, parents and other community members who have concerns that a child may be subject to abuse or grooming are asked to contact the College's Senior Child Protection Officer, Georgia Quirk, by phoning (03) 5264 1038 or emailing georgia.quirk@glc.vic.edu.au.

Communications will be treated confidentially on a need to know basis.

Whenever there are concerns that a child is in immediate danger the Police should be called on 000.

Policy and Program Review

Geelong Lutheran College is committed to the continuous improvement of our Child Safety Program. The Program is regularly reviewed for overall effectiveness and to ensure compliance with all child safety related laws, regulations and standards.

Evaluation

This Policy will be reviewed as part of the College's annual review cycle.

College Council reviewed and adopted:	March 2019
College Council reviewed and adopted:	March 2021
Policy reviewed:	May 2022
College Council adopted:	June 2022
College Board adopted:	September 2023