

CHILD PROTECTION TRAINING POLICY

Child Safe Standard 4: Screening, supervision, training and other human resources practices that reduce the risk of child abuse by new and existing personnel

Context

Christian Brothers' College St Kilda (CBC St Kilda) is a Catholic school for girls and boys in the Edmund Rice tradition, established in 1878. CBC St Kilda is committed to providing a caring, supportive and safe environment where every student has a place, a voice and their story is known. As a Catholic school in the Edmund Rice tradition, our Christian values are those expressed in the Touchstones of our governing body, Edmund Rice Education Australia (EREA): Liberating Education, Gospel Spirituality, Inclusive Community, Justice and Solidarity. The charism of Blessed Edmund Rice expressed through these touchstones, underpins our continued commitment to a safe and inclusive environment for all, providing a preferential option to those at the margins, to grow in empathy and to respond in faith and action.

Rationale

CBC St Kilda recognises that without training and education of our staff, the College Board and Direct Contact Volunteers, our policies and procedures will not operate effectively to keep our students safe and protect them from abuse.

Scope

This Policy applies to all College employees, board members, students, parents and guardians, third party service providers, volunteers and contractors involved in the College environment.

Policy Statement

Statement of Commitment to Child Safety

CBC St Kilda is committed to providing a child safe and child friendly environment, where children and young people are safe and feel safe, and are able to actively participate in decisions that affect their lives.

At CBC St Kilda 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 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.

Procedures

Child Safety Screening Interview

Prior to commencement in their role, the College Board, staff, direct contact contractors and direct contact volunteers, must attend a child safety screening

interview undertaken by a member of the College Leadership Team, to help determine their suitability to work with children.

Child Safety Training

Prior to commencement in their role, the College Board, staff, direct contact contractors and direct contact volunteers are required to familiarise themselves with the College's child safety policies and procedures and the Edmund Rice Education Australia (EREA) Child Safe Code of Conduct and the CBC St Kilda Child Safety Code of Conduct (designed to complement the EREA Child Safe Code of Conduct), and to complete child protection training as part of the induction process and are required to undergo the College's Child Protection Training at least annually.

Our Annual Child Safety Training includes training in the following:

- The Victorian Child Safe Standards
- An Overview of the College Child Protection Program (available to staff via the College staff policy portal)
- The College Child Safety Officers (Child Safety Team)
- The College Child Safety Code of Conduct (designed to complement the EREA Child Safe Code of Conduct)
- The Principle of Inclusion
- The EREA Child Safeguarding Standards
- Identifying Child Abuse
- Reporting and Legal Obligations (including Mandatory Reporting)
- How to Respond to a Child Protection Incident – PROTECT Four Critical Actions
- Documenting actions
- Forming a Reasonable Belief
- Identifying Student Sexual Offending
- Failure to Disclose Offence
- Failure to Protect Offence
- The Reportable Conduct Scheme

Child Safety Code of Conduct

College Board members, staff, direct contact contractors and direct contact volunteers must adhere to the EREA Child Safe Code of Conduct and the CBC St Kilda Child Safety Code of Conduct (designed to complement the EREA Child Safe Code of Conduct). The College requires all College Board Members, staff, direct contact contractors and direct contact volunteers sign the College Code of Conduct on an annual basis as an indication of their ongoing understanding of acceptable and unacceptable behaviours, and their commitment to the College's culture of child safety.

Mandatory Reporters

All staff, College Board Members and, where the College deems it appropriate*, direct contact volunteers and direct contact contractors, and all Mandatory Reporters, are required to complete the 'Victorian Education Department Mandatory Reporting and Other Obligations eLearning Module' ('the eLearning Module') when they first

commence their role at the College as part of the induction process, and are required to complete this module annually, to ensure ongoing understanding of their obligations.

**Direct contact volunteers and direct contact contractors required by the College to undertake the eLearning Module on an annual basis include: sessional music staff, outdoor education specialists and direct contact volunteers such as parent classroom helpers.*

Child Protection Training Record Keeping

The College maintains a Child Safety Screening/Training Register to record the completion of child safety screening and training. This Register is overseen by the Deputy Principal (Senior Child Safety Officer) and Compliance Manager and is maintained by the Education Support Officer Administration/Compliance

References

An overview document of CBC St Kilda's Child Safety Screening and Training Measures has been created as a reference guide.

- Child Protection and Safety Policy
- Child Protection Program
- Child Safe Screening and Training Measures (Overview)

Review

This policy will be reviewed December 2021.