

CHILD SAFETY POLICY



HALE
SCHOOL

Purpose

Hale School (Hale/the School) is committed to the protection of all children from all forms of child abuse and demonstrates this commitment through the comprehensive implementation of all elements of our Child Safety Policy.

This overarching policy outlines the key foundations of the school's approach to the Child Safety Program and provides the framework for:

- The implementation of the requirements outlined in *The Commonwealth Child Safe Framework (CCSF)*, the *National Principles for Child Safe Organisations (NPCSO)* and the *Anglican Schools Commission (ASC) Child Safe Policy*.
- The enhancement of work practices, systems, policies, and procedures that promote child safety and training to ensure that members of the school community are aware of and compliant with the CCSF and related legislation.
- The advancement of a safe and supportive School environment and a positive and robust child protection culture.
- The promotion and open discussion of child safety issues within the school.
- An annual child safety risk assessment
- Compliance with all laws, regulations, and standards relevant to child protection and child safety in Western Australia.

Scope

All adults in the school community, including staff, volunteers, contractors, external education providers, parents/guardians, and other family members are bound by Hale School's Child Safety Policy. This policy applies in all school related activities and environments, both physical and online, and on-site and off-site school grounds (e.g., camps, trips, tours, and excursions).

Definitions

For the purposes of this policy:

- a '*child*' is an individual under the age of 18 years.
- '*Child-related work*' is defined as work which involves engagement with a child, including:
 - o physical contact
 - o face-to-face contact
 - o oral communication
 - o written communication, and
 - o electronic communication (for example, email, instant messaging, social media, and video chats).
- '*Abuse and harm*' are defined as any action, or lack of action, that significantly harms the child's

physical, psychological, or emotional health and development.

- '*Children's rights*' is defined as a child's entitlement to thrive, develop and be safe, participate in decisions that affect them, be free from discrimination and to have their best interests as a primary consideration in all actions concerning them. The United Nations Convention on the Rights of the Child, which Australia ratified in 1990, sets out children's rights in detail.

Policy Principles

Statement of commitment to child safety

All children and young people who come to Hale School have the right to be safe. Therefore, we are committed to providing a child safe and child friendly environment, where children and young people are safe and can actively participate in decisions that affect their lives.

Each member of the Hale School community has a responsibility to understand the important and specific role that they play, both individually and collectively, to ensure that the wellbeing and safety of all students, is at the forefront of all that they do. Hale School anticipates that all members of this community understand and treat their child protection responsibilities with the utmost importance.

As a school, we have zero tolerance for any forms of child abuse and are steadfast in acting in the best interests of children by keeping them safe from harm. Consequently, the school 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 safety risk management

The school recognises the importance of a risk management approach to minimising the potential for child abuse or harm to occur. This information is used to inform our policies, procedures, and activity planning so that we mitigate and minimise the possibility of harm. The school has developed a comprehensive Risk Management Program to assist in the identification, assessment, and management of child safety risks in all school environments.

Hale School's Child Safety Program

Hale School is committed to the effective implementation of our Child Safety Program and ensuring that it is appropriately reviewed and updated. We have identified key risk factors and assessed child safety risks based on a range of criteria that have included the nature of our school's programmes, activities, physical and online environments.

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Our Child Safety Program relates to all aspects of protecting children from abuse, grooming and other harm and establishes work systems, practices, policies, and procedures to protect children from abuse and to promote a child safe environment. It includes but is not limited to:

- Advertising, recruitment, screening, selection, induction, and ongoing professional development practices that address child safety concerns.
- Policies and procedures that provide clear and appropriate information along with guidelines on how to respond to and report grooming and child safety incidents and concerns.
- Procedures for reporting to external agencies, including Mandatory Reporting to the Department of Communities and the Police and a Code of Conduct which requires staff, volunteers and contractors to report any observations, concerns or allegations of misconduct to the Headmaster who is required to report to the WA Ombudsman in accordance with the Reportable Conduct Scheme.
- A Child Protection and Staff Conduct training programme for all staff along with appropriate policies.
- Pastoral care strategies designed to empower students and keep them safe.
- A student focused child safety curriculum, Pre-Primary to year 12.
- Guidelines with respect to record keeping and confidentiality.
- A system for continuous review and improvement.
- Clear information as to what constitutes child abuse and associated key risk indicators.

Children and young people's rights to safety, information, and participation

Hale School provides an environment that is friendly and welcoming to all children and young people and we seek to include students in decisions that affect them. This includes decisions about safety and wellbeing, delivery of our curriculum, management of facilities, and classroom learning and assessment environments. We actively seek to understand what makes students feel safe in our school and regularly communicate with students about what they can do if they feel unsafe. We ensure boys know about their rights to safety, information, and participation. We recognise the importance of friendships and support from peers and staff.

Parents/carers, families, and community involvement at Hale

The school recognises that parents and carers have the primary responsibility for the upbringing and development of their boys. We ensure they participate in decisions affecting their children. We make certain that families and relevant communities know about the School's policies and operations, including its:

- Child Safety Policy.
- Child Protection and Mandatory Reporting Policy.
- Dispute, Complaints Policy and Procedures.
- Code of Conduct for all Staff.
- Record keeping practices.
- Risk management processes.
- Investigation processes.

We actively seek to include families and relevant communities in decisions about Hale School's planning, curriculum, management of facilities, and classroom learning and assessment environments.

We build a culture of child safety at the school through our partnerships with our boys, staff, families, Old Boys, and the broader community.

Related Policies and Resources

This policy must be read in conjunction with the following School Policies and Procedures

- Child Protection and Mandatory reporting
- Disputes and Complaints
- Code of Conduct for all Staff
- Recruitment and Selection
- Duty of Care for Students
- Code of Conduct for all Students
- Risk Management Program

Relevant Legislation

This policy may be read in conjunction with the following relevant legislation:

- Children and Community Services Act 2004
- Children and Community Services Amendment (Reporting Sexual Abuse of Children) Act 2008
- Criminal Code Act 1913
- Criminal Code Amendment Section 204B (Cyber Predators) Bill 2005.
- Reportable Conduct Scheme

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Child Safety Policy	
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Date this version approved: September 2024	Date policy to be reviewed: September 2025
Policy Custodian: (Contact for queries) Director of Students and Leadership	Policy Category: Students, Curriculum and Co-curricular

Version
3
Changes Made
Inclusion of reporting obligations under the provisions of the Reportable Conduct Scheme