GOOD LEADERSHIP & GOVERNANCE IN A CHILD SAFE SCHOOL
Pascoe Vale Primary School
(Child Safe Standard 1)

Leadership in a child safe environment:

Working with children can be very rewarding, and it brings additional responsibilities.

Pascoe Vale Primary School will act to protect children from abuse, and build an environment where children feel respected, valued and encouraged to reach their full potential. We do this by providing a culture of child safety embedded throughout our school so that child safety is part of everyone's everyday thinking and practice. This culture has been achieved through proactive leadership in demonstrating the appropriate values, attitudes and behaviours of Pascoe Vale Primary School.

Our child safe environment is the product of a range of strategies and initiatives. At Pascoe Vale Primary School, we foster a culture of openness, inclusiveness and awareness. Children and adults know what to do if they observe or are subject to abuse or inappropriate behaviour.

All staff and volunteers must consider the safety of all children, and recognise the importance of cultural safety for Aboriginal children, cultural safety for children from culturally and linguistically diverse backgrounds, and the safety of children with a disability.

Governance in a child safe environment

Leadership at Pascoe Vale Primary School takes preventative, proactive and participatory approach to child safety issues. The safety and wellbeing of children in our school is of paramount consideration when developing activities, policies and management practices.

Leadership responsibilities

Leadership at Pascoe Vale is responsible for embedding a culture of child safety, including the use of the tools provided by the education department. The leadership team takes the lead in protecting children from abuse, and are aware of child abuse allegations and risks, and take responsibility for ensuring an appropriate response.

Pascoe Vale Primary School will ensure that all allegations of child abuse and child safety concerns are treated very seriously. This includes complying with all legal requirements, including reporting suspicions of child abuse to police and/or child protection.

If you believe a child is at immediate risk of abuse phone 000

Identify and analyse risk of abuse

Pascoe Vale Primary School adopts an approach to prevent, detect and respond to child abuse risks. This includes a risk management strategy and policy that sets out how our school identifies, assesses, and takes steps to reduce or remove child abuse risks.

Please note: The Department of Health and Human Services provides risk management tools for school use.

In its commitment to Child Safety Standards, Pascoe Vale Primary School has:

Developed a Child Safe policy

This child safe policy outlines our commitment to promoting children's wellbeing and protecting children from abuse.

Developed a Code of Conduct

Pascoe Vale Primary School has developed a code of conduct which specifies the standards of conduct and care required when working and interacting with children. Teachers are regulated by the Victorian Institute of Teaching (VIT) under the Victorian Teaching Profession Code of Conduct.

The Victorian Institute of Teaching (VIT) developed the Code of Conduct as required by Part 2.6 of the *Education and Training Reform Act 2006*. The Code of Conduct is a set of principles or standards for the behaviour and conduct of all Victorian teachers in the Victorian Government Teaching Service and the non-Government sector.

The following principles are of particular relevance when using social media tools:

Principle 1.5: Teachers are always in a professional relationship with the students in their school whether at school or not. Teachers hold a unique position of influence and trust that should not be violated or compromised. They exercise their responsibilities in ways that recognise that there are limits or boundaries to their relationships with students.

Principle 1.7: Teachers work in collaborative relationships with students' families and communities.

Principle 2.1: The personal conduct of a teacher will have an impact on the professional standing of that teacher and on the profession as whole.

While teachers can be friendly with students, parents and communities their relationship must always remain professional and should never be on a personal footing. It is important for teachers to consider the consequences of their actions. The world of social media can seriously damage reputations and propel bullying to new levels. Even with security settings in place, issues may still arise.

Pascoe Vale Primary School also has developed a specific Code of Conduct that encourages appropriate behaviour between children called the Student Code of Conduct.

Chosen suitable employees and volunteers

Pascoe Vale Primary School takes all reasonable steps to ensure that it engages the most suitable and appropriate people to work with children. Alongside the Department of Education and Training (DET) recruitment processes, it will ensure it includes:

➢ Selection criteria in job descriptions
➢ Police record and identity checks
➢ Working with Children Checks where required
➢ Face-to-face interviews
➢ Detailed reference checks from previous employers, including from the applicant's most recent line manager

Supported, trained, supervised and enhanced performance

Pascoe Vale Primary School ensures that volunteers and employees who work with children have ongoing supervision, support and training so that their performance is developed and enhanced to help protect children from abuse. In particular, the principal, leadership team and the child safety officer understand their responsibilities. Our child safety officer at Pascoe Vale Primary School is the person who has knowledge of child safety issues, and could be a point of contact for others who have questions or concerns or want to report an allegation of abuse.

Promoted Inclusion

Pascoe Vale Primary School is inclusive to all children and families. In particular, establishes a culture that supports:

- cultural safety for Aboriginal children, for example by working in partnership with Aboriginal peoples and Aboriginal community controlled organisations
- cultural safety for children from culturally and/or linguistically diverse backgrounds, for example by using inclusive language and images in policy documents, and communications such as the website and newsletters
- the safety of children with a disability, for example by ensuring that Pascoe Vale Primary School is accessible to everyone and ensuring appropriate training and supervision of staff and volunteers working with children with a disability.

Empowered and promoted the participation of children in decision-making

Pascoe Vale Primary School promotes the involvement and participation of children in developing and maintaining child safe environments. Pascoe Vale Primary School provides opportunities for children to express their views on the student Code of Conduct, and then incorporate this feedback to improve our policies and practices. Ideas from children are sought through Junior School Council meetings; suggestion boxes and feedback sessions.

Pascoe Vale Primary School endeavours to listen to children and take their ideas or concerns seriously, particularly if they are disclosing abuse or concerns for their safety or the safety of other children.