



Child safe policy and statement of commitment

If you believe a child is at immediate risk, phone 000.

Plenty River College is committed to child safety.

- We want children to be safe, happy and empowered.
- We support and respect all children, as well as our staff and volunteers.
- We are committed to the safety, participation and empowerment of all children.
- We have zero tolerance of child abuse, and all allegations and safety concerns will be treated very seriously and consistently with our robust policies and procedures.
- We have legal and moral obligations to contact authorities when we are worried about a child's safety, which we follow rigorously.
- Plenty River College is committed to preventing child abuse and identifying risks early and removing and reducing these risks.
- Plenty River College has robust human resources and recruitment practices to reduce the risk of child abuse by new and existing board members, staff and volunteers.
- Plenty River College is committed to regularly training and educating our board members, staff and volunteers on child abuse risks.

- We are committed to the cultural safety of Aboriginal children, the cultural safety of children from culturally and/or linguistically diverse backgrounds, and to providing a safe environment for children with a disability.
- We have specific policies and procedures in place that support our board members, staff and volunteers to achieve these commitments.

Our children

This Statement is intended to empower children, who are vital and active participants at Plenty River College.

- We involve them when making decisions, especially about matters that directly affect them. We listen to their views and respect what they have to say.
- We promote diversity and acceptance at Plenty River College, and people from all walks of life and cultural backgrounds are welcome. In particular, we:
 - promote the cultural safety, participation and empowerment of Aboriginal children
 - promote the cultural safety, participation and empowerment of children from culturally and/or linguistically diverse backgrounds
 - ensure that children with a disability are safe and can participate equally.

Our staff and volunteers

This Statement guides our staff and volunteers on how to behave with children at Plenty River College.

- All of our staff and volunteers must agree to abide by our code of conduct which specifies the standards of conduct required when working with children.
- All staff and volunteers, as well as children and their families, are given the opportunity to contribute to the development of the code of conduct.

Training and supervision

Training and education is important to ensure that everyone at Plenty River College understands that child safety is everyone's responsibility.

Our organisational culture aims for all board members, staff, volunteers, families and children to feel confident and comfortable in discussing any allegations of child abuse or child safety concerns. We train our board members, staff and volunteers to identify, assess, and minimise risks of child abuse and to detect potential signs of child abuse.

We also support our board members, staff and volunteers through ongoing supervision to develop their skills to protect children from abuse and promote the cultural safety of Aboriginal children, the cultural safety of children from linguistically and/or diverse backgrounds, and the safety of children with a disability.

New board members, staff and volunteers will be supervised regularly to ensure they understand Plenty River College's commitment to child safety and that everyone has a role to play in protecting children from abuse. This will include checking that their behaviour towards children is safe and appropriate (please refer to our code of conduct for information about appropriate behaviour).

Any inappropriate behaviour will be reported through appropriate channels, including the Department of Health and Human Services and Victoria Police, depending on the severity and urgency of the matter.

Recruitment

We take all reasonable steps to employ skilled people to work with children. We develop selection criteria and advertisements which clearly demonstrate our commitment to child safety and an awareness of our social and legal responsibilities. Plenty River College understands that when recruiting board members, staff and volunteers, we have ethical as well as legislative obligations.

We actively encourage applications from Aboriginal people, people from culturally and/or linguistically diverse backgrounds and people with a disability.