



# Pascoe Vale North Primary School

## CHILD SAFETY POLICY



### HELP FOR NON-ENGLISH SPEAKERS

If you need help to understand the information in this policy, please contact Pascoe Vale North Primary School on 03 9354 3343 or [pascoe.vale.north.ps@education.vic.gov.au](mailto:pascoe.vale.north.ps@education.vic.gov.au).

### PURPOSE

The Pascoe Vale North Primary School Child Safety Policy demonstrates our school's commitment to creating and maintaining a child safe and child-friendly organisation, where children and young people are safe and feel safe. This policy provides an overview of our school's approach to implementing [Ministerial Order 1359](#) (PDF, 363KB) which sets out how the Victorian Child Safe Standards apply in school environments.

It informs our school community of everyone's obligations to act safely and appropriately towards children and guides our processes and practices for the safety and wellbeing of students across all areas of our work.

### SCOPE

This policy:

- applies to all school staff, volunteers and contractors whether or not they work in direct contact with students. It also applies to school council members where indicated.
- applies in all physical and online school environments used by students during or outside of school hours, including other locations provided by for a student's use (for example, a school camp) and those provided through third-party providers
- should be read together with our other child safety and wellbeing policies, procedures, and codes – refer to the related school policies section below.

### DEFINITIONS

The following terms in this policy have specific definitions ([which can be found using this link](#)) :

- child
- child safety
- child abuse
- child-connected work
- child-related work
- school environment
- school boarding environment
- school staff
- school boarding premises staff
- school governing authority
- school boarding premises governing authority
- student
- volunteer.

### STATEMENT OF COMMITMENT TO CHILD SAFETY AND CHILD SAFETY PRINCIPLES

Pascoe Vale North Primary School is a child safe organisation which welcomes all children, young people and their families.

We are committed to providing environments where our students are safe and feel safe, where their participation is valued, their views respected, and their voices are heard about decisions that affect their lives. Our child safe policies, strategies and practices are inclusive of the needs of all children and students.

We have no tolerance for child abuse and take proactive steps to identify and manage any risks of harm to students in our school environments.

We promote positive relationships between students and adults and between students and their peers. These relationships are based on trust and respect.

We take proactive steps to identify and manage any risk of harm to students in our school environment. When child safety concerns are raised or identified, we treat these seriously and respond promptly and thoroughly.

Particular attention is given to the child safety needs of Aboriginal students, those from culturally and linguistically diverse backgrounds, international students, students with disabilities, those unable to live at home, children and young people who identify as lesbian, gay, bisexual, trans and gender diverse, intersex, queer, questioning and asexual (LGBTIQA+) and other students experiencing risk or vulnerability. Inappropriate or harmful behaviour targeting students based on these or other characteristics, such as racism or homophobia, are not tolerated at our school, and any instances identified will be addressed with appropriate consequences.

Child safety is a shared responsibility. Every person involved in our school has an important role in promoting child safety and wellbeing and promptly raising any issues or concerns about a child's safety.

We are committed to regularly reviewing our child safe practices, and seeking input from our students, families, staff, and volunteers to inform our ongoing strategies.

## ROLES AND RESPONSIBILITIES

### School leadership team

Our school leadership team, comprising the Principal, Assistant Principal and Student Wellbeing and Engagement Leader is responsible for ensuring that a strong child safe culture is created and maintained, and that policies and practices are effectively developed and implemented in accordance with Ministerial Order 1359.

The School leadership team will:

- ensure effective child safety and wellbeing governance, policies, procedures, codes and practices are in place and followed
- model a child safe culture that facilitates the active participation of students, families and staff in promoting and improving child safety, cultural safety and wellbeing
- enable inclusive practices where the diverse needs of all students are considered
- reinforce high standards of respectful behaviour between students and adults, and between students
- promote regular open discussion on child safety issues within the school community including at leadership team meetings, staff meetings and school council meetings
- facilitate regular professional learning for staff and volunteers (where appropriate) to build deeper understandings of child safety, cultural safety, student wellbeing and prevention of, and responding to abuse
- create an environment where child safety complaints and concerns are readily raised, and no one is discouraged from reporting an allegation of child abuse to relevant authorities.

### School staff and volunteers

All staff and volunteers will:

- participate in child safety and wellbeing induction provided by the school
- act in accordance with our [Child Safety Code of Conduct Policy](#)
- identify and raise concerns about child safety issues in accordance with our Child Safety [Responding and Reporting Obligations Policy and Procedures](#), including following the [Four Critical Actions for Schools](#)
- ensure students' views are taken seriously and their voices are heard about decisions that affect their lives
- implement inclusive practices that respond to the diverse needs of students.

### School council

In performing the functions and powers given to them under the Education and Training Reform Act 2006, school council members will:

- champion and promote a child safe culture with the broader school community

- ensure that child safety is often an agenda item at school council meetings
- undertake annual training on child safety, such as the [Child Safe Standards School Council Training PowerPoint](#).
- approve updates to, and act in accordance with the Child Safety Code of Conduct to the extent that it applies to school council employees and members
- at our school, school council employment duties are delegated to the principal who is bound by this policy

### **Specific staff child safety responsibilities**

Our Principal and Student Wellbeing and Engagement Leader are the first point of contact for child safety concerns or queries and for coordinating responses to child safety incidents.

Pascoe Vale North Primary School has nominated a Student Wellbeing and Engagement Leader to support the Principal to implement our child safety policies and practices, including staff and volunteer training.

The responsibilities of the Student Wellbeing and Engagement Leader are outlined at [Guidance for child safety champions](#). In addition to these roles, our child safety champion is also responsible for:

- Monitoring the school's compliance with the Child Safety and Wellbeing Policy. Anyone in our school community should approach the Student Wellbeing and Engagement Leader if they have any concerns about the school's compliance with the Child Safety Policy.
- Informing the school community about this policy, and making it publicly available
- Promoting a culture of listening to students and families and acting on their child safety concerns.
- Supporting staff and volunteers to focus on the child safety needs of vulnerable students.
- Other specific roles and responsibilities are named in other child safety policies and procedures, including the Child Safety Code of Conduct, Child Safety Responding and Reporting Obligations (including Mandatory Reporting) Policy and Procedures, and Child Safety Risk Register.

Our school has also established a Student Care Team that consists of the school leadership team (Principal, Assistant Principal and the Student Wellbeing and Engagement Leader and the Programs for Students with Disabilities Coordinator), the team meets regularly to identify and respond to any ongoing matters related to child safety and wellbeing. Through focus groups consisting of Junior School Council Representatives and Senior Student Leaders (School and House Captains) we provide opportunities for students to provide input into school strategies.

Our school leadership team monitors the Child Safety Risk Register.

### **CHILD SAFETY CODE OF CONDUCT**

Our Child Safety Code of Conduct sets the boundaries and expectations for appropriate behaviours between adults and students. It also clarifies behaviours that are not acceptable in our physical and online environments.

We ensure that students also know what is acceptable and what is not acceptable so that they can be clear and confident about what to expect from adults in the school.

The Child Safety Code of Conduct also includes processes to report inappropriate behaviour.

### **MANAGING RISKS TO CHILD SAFETY AND WELLBEING**

At our school we identify, assess and manage risks to child safety and wellbeing in our physical and online school environments. These risks are managed through our child safety and wellbeing policies, procedures and practices, and in our activity specific risk registers, such as those we develop for off-site overnight camps, adventure activities and facilities and services we contract through third party providers for student use.

Our Child Safety Risk Register is used to record any identified risks related to child abuse alongside actions in place to manage those risks. Our school leadership team will monitor and evaluate the effectiveness of the actions in the Child Safety Risk Register at least annually.

To promoting child safety and managing risk in physical and online environments, at Pascoe Vale North Primary School we:

- Promote a culture of online and physical safety for all students

- Manage risk in physical spaces
- Supervise appropriately
- Promote student safety online
- Promote acceptable behaviour by staff and volunteers
- Consider procurement and third parties

## ESTABLISHING A CULTURALLY SAFE ENVIRONMENT

At Pascoe Vale North Primary School, we are committed to establishing an inclusive and culturally safe school where the strengths of Aboriginal culture, values and practices are respected.

We think about how every student can have a positive experience in a safe environment. For Aboriginal students, we recognise the link between Aboriginal culture, identity and safety and actively create opportunities for Aboriginal students and the Aboriginal community to develop their connections, voice and participation in our school.

We have developed the following strategies to promote cultural safety in our school community:

- Celebrating cultural heritage through official calendar events such as Harmony Day, Reconciliation Day, NAIDOC Week and National Day of Action Against Bullying
- Connecting with and working alongside the school's Koorie Education Support Officer to help support families of our indigenous students
- Establishing student Koorie Cultural Groups to help students learn, share and celebrate their culture and their identity, with the support of the Koorie Education Support Officer
- A promotion amongst staff and the school community of our zero tolerance and strong action towards any form of racism – in conjunction with our Bullying Prevention policy
- Integration of indigenous based resources throughout our school, including classroom and library texts that celebrate the learning and respect of indigenous culture.
- Providing flexible learning expectations and schooling arrangements for students and families with cultural specific needs such as modified attendance plans or flexible break times during cultural events such as Ramadan
- Providing regular consideration to integrate where possible, indigenous cultural connections for learning through our integrated curriculum approach.
- Along with an 'open-door policy' we aim to establish strong lines of communication and a culture of respect and trust between our staff and families
- Maintaining a school [Inclusion and Diversity Policy](#) and communicating this to our staff and school community
- Opportunities for families to attend 'Student Support Group' meetings to discuss Individual Education Support Plans for students every term

## STUDENT EMPOWERMENT

To support child safety and wellbeing at Pascoe Vale North Primary School, we work to create an inclusive and supportive environment that encourages students and families to contribute to our child safety approach and understand their rights and their responsibilities.

Respectful relationships between students are reinforced and we encourage strong friendships and peer support in the school to ensure a sense of belonging. Respectful relationships are formally supported through our implementation of the Rights, Resilience and Respectful Relationships Program, The Resilience Project wellbeing program, our School Wide Positive Behaviour Framework and our school values.

We inform students of their rights through our dedicated weekly wellbeing lessons that involve education on social emotional learning, personal growth and personal rights. Through the Resilience, Rights and Respectful Relationships Program and The Resilience Project wellbeing program, we aim to give them the skills and confidence to recognise unsafe situations with adults or other students and to speak up and act on concerns relating to themselves or their peers. We ensure our students know who to talk to if they are worried or feeling unsafe and we encourage them to share concerns with a trusted adult at any time. Students and families can also access information on how to report concerns by contacting the Principal, the Assistant Principal or the Student Wellbeing and Engagement Leader.

When the school is gathering information in relation to a complaint about alleged misconduct or abuse of a child, we will listen to the complainant's account and take them seriously, check our understanding of the complaint, support the student and keep them (and their parents and carers, as appropriate) informed about progress.

At Pascoe Vale North Primary School, some of the strategies we use to help empower our students include:

- Establish yearly Junior School Council (JSC) that involves representatives from year 1-6 classrooms
- Establishing a senior school leadership team that consists of school captains, house captains and JSC representatives
- Holding JSC/School Leaders meetings that encourage students to voice their ideas and opinions and help them take action on them where appropriate
- Provide alternative pathways for students (who are not confident to speak up) to still be able to communicate their ideas, needs or concerns
- Inviting students where appropriate to participate in decision making processes for school issues/needs
- Conducting regular student wellbeing surveys that can include: The Student Attitudes to Schools Survey, the Resilience Youth survey and other school-based student voice collection surveys
- Welcome and encourage feedback within classrooms through a variety of means for students to speak up, report and provide input on things that matter to them
- Implementing a whole-school approach where all students identify five trusted adults within the school whom they can approach for support. Staff are also informed when they have been identified as a trusted adult for an individual student, ensuring awareness and responsiveness.
- Employing a full-time Student Wellbeing and Engagement Leader
- Integrating programs and resources into our school-wide wellbeing curriculum that help foster positive social and emotional growth in our students (such as pathways for seeking help, developing trusted people networks, speaking up about behaviours etc.)
- Through our Wellbeing curriculum, teaching students help-seeking behaviours regarding wellbeing and child safety needs
- Holding regular whole-school assemblies that are student driven and predominantly student run. These assemblies allow for and encourage any student who wishes to share their voice about issues that concern them (for example, speeches about being responsible for our environment or raising awareness for the need to be more caring in the yard)
- Providing opportunities for our students to lead initiatives throughout the school (such as student run lunch clubs, student competitions, running of canteen and Sports Garage)
- Maintaining a school-wide culture that focuses on developing positive and trusting relationships between students and staff and staff and families
- Maintaining an open-door policy from the school leadership team that helps students feel that in addition to their classroom teacher, the Principal, Assistant Principal and the Student Wellbeing and Engagement Leader are also sources of support
- Display student targeted informative posters around the school that help develop awareness of rights and supports regarding safety (such as eSafety posters, action against bullying posters etc.)

## FAMILY ENGAGEMENT

Our families and the school community have an important role in monitoring and promoting children's safety and wellbeing and helping children to raise any concerns.

To support family engagement, at Pascoe Vale North Primary School we are committed to providing families and community with accessible information about our school's child safe policies and practices and involving them in our approach to child safety and wellbeing.

We will create opportunities for families to have input into the development and review of our child safety policies and practices and encourage them to raise any concerns and ideas for improvement.

We do this by:

- communicating and sharing child safe policies and practices to families through our school [website](#), newsletters, Compass (school communications app) and when necessary, hard copies sent home. When

sharing, we invite families to provide feedback via email or face-to-face regarding any ideas for future improvement

- inviting our school council to review and provide ideas for improvements or amendments to any major child safe policy being created or updated
- ensuring that our child safety policies and procedures will be available for students and parents on our school website and that hard copies can be obtained from our front office
- when required, communicating updates to our child safety policies or processes, and strategies or initiatives that we are taking to ensure student safety.
- sharing induction/transition packs with new members of our school community
- creating a welcoming environment and 'open door policy' for families to reach out and share their concerns, ideas or input relating to child safe issues
- ensuring that student wellbeing needs are one of the focuses at student support group meetings and parent-teacher interviews
- sharing information and resources relating to child safety and wellbeing with parents through our newsletters, website, Compass (school communications app) and online portals (The Resilience Project Parent Portal)
- inviting parents to share their voice through our Parent Opinion Survey
- displaying PROTECT Child Safety posters and other child safety related posters across the school in shared spaces.

## DIVERSITY AND EQUITY

As a child safe organisation, we celebrate the rich diversity of our students, families and community and promote respectful environments that are free from discrimination. Our focus is on wellbeing and growth for all. We recognise that every child has unique skills, strengths and experiences to draw on.

We pay particular attention to individuals and groups of children and young people in our community with additional and specific needs. This includes tailoring our child safety strategies and supports to the needs of:

- Aboriginal children and young people
- children from culturally and linguistically diverse backgrounds
- children and young people with disabilities
- children unable to live at home or impacted by family violence
- international students
- children and young people who identify as LGBTIQ+.

Our [Student Wellbeing and Engagement Policy](#) provides more information about the measures we have in place to support diversity and equity.

At Pascoe Vale North Primary School other actions to support diversity and equity include:

- Recognising the diverse backgrounds, needs and circumstances of students
- Identifying and addressing challenges that students experience due to their diverse attributes
- Putting in place policies and strategies to help meet the diverse needs of students
- Reflecting the diversity of the school community
- Supporting diversity through school planning and resources

## SUITABLE STAFF AND VOLUNTEERS

At Pascoe Vale North Primary School, we apply robust child safe recruitment, induction, training, and supervision practices to ensure that all staff, contractors, and volunteers are suitable to work with children.

### Staff recruitment

When recruiting staff, we follow the Department of Education and Training's recruitment policies and guidelines, available on the Policy and Advisory Library (PAL) at:

- [Recruitment in Schools](#)
- [Suitability for Employment Checks](#)
- [School Council Employment](#)
- [Contractor OHS Management.](#)

When engaging staff to perform child-related work, we:

- sight, verify and record the person's Working with Children clearance or equivalent background check such as a Victorian teaching registration
- collect and record:
  - proof of the person's identity and any professional or other qualifications
  - the person's history of working with children
  - references that address suitability for the job and working with children.
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### Staff induction

All newly appointed staff will be expected to participate in our child safety and wellbeing induction program. The program will include a focus on:

- the Child Safety Policy (this document)
- the Child Safety Code of Conduct
- the Child Safety Responding and Reporting Obligations (including Mandatory Reporting) Policy and Procedures and
- any other child safety and wellbeing information that school leadership considers appropriate to the nature of the role.

### Ongoing supervision and management of staff

All staff engaged in child-connected work will be supervised appropriately to ensure that their behaviour towards children is safe and appropriate.

Staff will be monitored and assessed to ensure their continuing suitability for child-connected work. This will be done through the schools Performance and Development Program (PDP):

- [Performance and Development for Education Support Class Employees](#)
- [Performance and Development for Principal Class Employees](#)
- [Performance and Development for Teacher Class Employees](#)

Inappropriate behaviour towards children and young people will be managed swiftly and in accordance with our school and department policies and our legal obligations. Child safety and wellbeing will be paramount.

### Suitability of volunteers

All volunteers are required to comply with our [Volunteers Policy](#), which describes how we assess the suitability of prospective volunteers and outlines expectations in relation to child safety and wellbeing induction and training, and supervision and management.

## CHILD SAFETY KNOWLEDGE, SKILLS AND AWARENESS

Ongoing training and education are essential to ensuring that staff understand their roles and responsibilities and develop their capacity to effectively address child safety and wellbeing matters.

In addition to the child safety and wellbeing induction, our staff will participate in a range of training and professional learning to equip them with the skills and knowledge necessary to maintain a child safe environment.

Staff child safety and wellbeing training will be delivered at least annually and will include guidance on:

- our school's child safety and wellbeing policies, procedures, codes, and practices
- completing the [Protecting Children – Mandatory Reporting and Other Legal Obligations](#) online module annually
- recognising indicators of child harm including harm caused by other children and students
- responding effectively to issues of child safety and wellbeing and supporting colleagues who disclose harm
- how to build culturally safe environments for children and students
- information sharing and recordkeeping obligations
- how to identify and mitigate child safety and wellbeing risks in the school environment.

Other professional learning and training on child safety and wellbeing, for example, training for our volunteers, will be tailored to specific roles and responsibilities and any identified or emerging needs or issues.

## School council training and education

To ensure our school council is equipped with the knowledge required to make decisions in the best interests of student safety and wellbeing, and to identify and mitigate child safety and wellbeing risks in our school environment, the council is trained at least annually. Training includes guidance on:

- individual and collective obligations and responsibilities for implementing the Child Safe Standards and managing the risk of child abuse
- child safety and wellbeing risks in our school environment
- Pascoe Vale North Primary School child safety and wellbeing policies, procedures, codes and practices

## COMPLAINTS AND REPORTING PROCESSES

Pascoe Vale North Primary School fosters a culture that encourages staff, volunteers, students, parents, and the school community to raise concerns and complaints. This makes it more difficult for breaches of the code of conduct, misconduct or abuse to occur and remain hidden.

We have clear pathways for raising complaints and concerns and responding and this is documented in our school's [Complaint Policy](#).

If there is an incident, disclosure, allegation or suspicion of child abuse, all staff and volunteers (including school council members) must follow our [Child Safety Responding and Reporting Obligations Policy and Procedures](#). Our policy and procedures address complaints and concerns of child abuse made by or in relation to a child or student, school staff, volunteers, contractors, service providers, visitors or any other person while connected to the school.

As soon as any immediate health and safety concerns are addressed, and relevant school staff have been informed, we will ensure our school follows:

- the [Four Critical Actions](#) for complaints and concerns relating to adult behaviour towards a child
- the [Four Critical Actions: Student Sexual Offending](#) for complaints and concerns relating to student sexual offending

Our [Student Wellbeing and Engagement Policy](#) and [Bullying Prevention Policy](#) cover complaints and concerns relating to student physical violence or other harmful behaviours.

## COMMUNICATIONS

This policy will be communicated to our school community in the following ways:

- ensuring that key child safety and wellbeing policies are available on our website including the [Child Safety Policy](#), [Child Safety Code of Conduct](#), and the [Child Safety Responding and Reporting Obligations Policy and Procedure](#) (including Mandatory Reporting)
- displaying PROTECT Child Safety posters around the school
- updates in our school newsletter, website and Compass (school communications app)
- ensuring that child safety is a regular agenda item at school leadership meetings, staff meetings and school council meetings.

## PRIVACY AND INFORMATION SHARING

Pascoe Vale North Primary School collects, uses, and discloses information about children and their families in accordance with Victorian privacy laws, and other relevant laws. For information on how our school collects, uses and discloses information refer to: [Schools' Privacy Policy](#).

## RECORDS MANAGEMENT

We acknowledge that good records management practices are a critical element of child safety and wellbeing and manage our records in accordance with the Department of Education and Training's policy: [Records Management – School Records](#)

## REVIEW OF CHILD SAFETY PRACTICES

At Pascoe Vale North Primary School, we have established processes for the review and ongoing improvement of our child safe policies, procedures, and practices.

We will:

- review and improve our policy every 2 years or after any significant child safety incident
- analyse any complaints, concerns, and safety incidents to improve policy and practice
- act with transparency and share pertinent learnings and review outcomes with school staff and our school community.

## RELATED POLICIES AND PROCEDURES

This Child Safety Policy is to be read in conjunction with other related school policies, procedures, and codes. These include our:

- Bullying Prevention Policy
- Child Safety Responding and Reporting Obligations Policy and Procedures
- Child Safety Code of Conduct
- Complaints Policy
- Digital Learning Policy
- Inclusion and Diversity Policy
- Student Wellbeing and Engagement Policy
- Visitors Policy
- Volunteers Policy

Related Department of Education and Training policies

- [Bullying Prevention and Response Policy](#)
- [Child and Family Violence Information Sharing Schemes](#)
- [Complaints Policy](#)
- [Contractor OHS Management Policy](#)
- [Digital Learning in Schools Policy](#)
- [Family Violence Support](#)
- [Protecting Children: Reporting Obligations Policy](#)
- [Policy and Guidelines for Recruitment in Schools](#)
- [Reportable Conduct Policy](#)
- [Student Wellbeing and Engagement Policy](#)
- [Supervision of Students Policy](#)
- [Visitors in Schools Policy](#)
- [Volunteers in Schools Policy](#)
- [Working with Children and other Suitability Checks for School Volunteers and Visitors](#)

Other related documents

- [Identifying and Responding to All Forms of Abuse in Victorian Schools](#)
- [Four Critical Actions for Schools](#)
- [Identifying and Responding to Student Sexual Offending](#)
- [Four Critical Actions for Schools: Responding to Student Sexual Offending](#)
- [Recording your actions: Responding to suspected child abuse – A template for Victorian schools](#)

## POLICY STATUS AND REVIEW

The Student Engagement and Wellbeing Leader is responsible for reviewing and updating the Child Safety Policy at least every two years. The review may include input from students, parents/carers and the Pascoe Vale North Primary School community.

## APPROVAL

<b>Policy last reviewed</b>	February 2026
<b>Consultation</b>	School council - 16 February 2026
<b>Endorsed by</b>	Principal: Deborah Crane
<b>Endorsed on</b>	16 February 2026
<b>Next review date</b>	Before October, 2027

