



St Paul's College

Creating & Maintaining a Child Safe Environment & Culture (MO 1359) 2022

If you have a belief or suspicion that a child is being, or has been, subjected to any form of abuse you must contact the Department of Families, Fairness and Housing (Child Protection).

Where you need guidance on making a report or have questions regarding child safety and wellbeing, contact one of the College's Child Protection Officers.

Whenever there are concerns that a child is in immediate danger, call the Police on 000.

St Paul's College takes a zero-tolerance approach to child abuse and is fully committed to ensuring that its strategies, policies, procedures, and practices meet all Child Safety Standards as specified in the new Victorian Child Safe Standards and Ministerial Order No. 1359 (MO 1359), Implementing the Child Safe Standards – Managing the risk of child abuse in schools and school boarding premises. MO 1359 provided the framework for how St Paul's College has actioned the 11 new Victorian Child Safe Standards, legislated on 1st July 2022

Our child safe policies, procedures, strategies, and practices are inclusive of the needs of all students, particularly our students with a disability, Aboriginal and Torres Strait Islander students, and other students from culturally and linguistically diverse backgrounds, children with disabilities, children who are vulnerable, students in out of home care and LGBTIQ+ students.

St Paul's College provides a contemporary, safe, and nurturing school environment with state-of-the-art facilities where children and young people with a range of disabilities have a sense of belonging and every opportunity to achieve optimal learning outcomes

Scope Statement

The purpose of this Scope Statement is to ensure that those who might be affected by this policy are identified, considered, and consulted.

This St Paul's College Child Safe policy applies to:

- *All people who conduct work for the College in a paid or unpaid capacity. This includes board members, executive leadership, staff, volunteers, trainees, contractors, and consultants*

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Approved By Sonya Smart, Chief Executive Officer
Approved Date 01/07/22
Review Date 30/06/23

- *Taking into account of other professional or occupational codes of conduct that regulate particular school staff*
- *Taking into account the diversity of all children, including (but not limited to) the needs of Aboriginal and Torres Strait Islander children, children from culturally and linguistically diverse backgrounds, children with disabilities, and children who are vulnerable.*
- *All activities undertaken at the College which involve, result in, or relate to contact with children or young people including excursions, and online learning*
- *Partner organisations will be made aware of this policy and the school's underlying philosophy towards the care of children.*

Creating and Maintaining a Child Safe Environment and Culture

Several of the Standards in both the Victorian Child Safe Standards and the National Principles for Child Safe Organisations (National Principles) contain specific requirements that relate to the College's child safe culture.

Standard 2 of the Victorian Child Safe Standards and Principle 1 of the National Principles require that child safety and wellbeing are embedded in St Paul's College leadership, governance, and culture.

In addition, Standard 9 of the Victorian Child Safe Standards and Principle 8 of the National Principles, require St Paul's College Governing Authority and St Paul's College to develop and implement risk management strategies regarding child safety and wellbeing in all College environments.

Finally, Standards 6 and 8 of the Victorian Child Safe Standards and Principles 5 and 7 of the National Principles set out specific requirements that must be met to ensure that the College's human resources management systems promote child safety and wellbeing.

To meet these aspects of the Victorian Child Safe Standards, Ministerial Order 1359 sets out a number of specific requirements that the College's Governing Authority (the VMCH Board) must meet to embed child safety and wellbeing in the College's leadership, governance, and culture.

The development and implementation of our Child Safeguarding Program as a whole is one of the main strategies employed by the VMCH Board Governing Authority and by St Paul's College to create and maintain a child safe environment and culture at the College and to minimise risks to the safety and welfare of students.

This section of the child safety Program sets out several other key strategies, policies and procedures that are specifically aimed at creating, maintaining, and embedding a culture of child safety and wellbeing at the College, ensuring that the College is a child safe environment and identifying and minimising risks regarding child safety and wellbeing.

The Policies and Procedures in this Section

- [Strategies to Embed a Culture of Child Safety at the College](#)
- [Child Safety Risk Management](#)
- [Child Safe Responsibilities](#)
- [Child Safe Human Resources Management](#)
- [Participation and Empowerment of Students](#)
- [Family and Community Involvement, Cultural Safety and Equity/Diversity](#)
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Source of Obligation

- Victorian Child Safe Standards, Standards 2, 6, 8 and 9
- Ministerial Order 1359, Clauses 6, 10, 12 and 13
- National Principles for Child Safe Organisations, Principles 1, 5, 7 and 8
- National Catholic Safeguarding Standards, Standards 1, 5, 7 and 8

Approvals and Reviews of the Policies and Procedures for Creating and Maintaining a Child Safe Environment and Culture

As required by Ministerial Order 1359, all of the strategies, policies, and procedures in this section of the Child Safe Program have been approved by VMCH Board (The College's Governing Authority). They are regularly reviewed in accordance with the schedule set out in the Regular Reviews and Continuous Improvement section of the Child Safe Program.

All changes to these policies and procedures that result from a review are approved by VMCH Board (The College's Governing Authority)

Drafted/Updated by Timothy Hemphill May (MO 1395) 2022 - Review July 2023

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