



Child Protection: Child Safeguarding

Policy

1. Purpose/objective

1.1 This policy sets the intent and commitment of Christian Brothers' High School, Lewisham (the School) to align with and implement the National Catholic Safeguarding Standards, EREA Child Safeguarding Standards Framework and National Principles for Child Safe Organisations.

1.2 The School's Child Safeguarding Policy demonstrates the strong commitment of child safety at all levels of the School.

2. Scope

2.1 The EREA Child Safeguarding Policy applies to all adults/employees in the School community, including Staff, Volunteers, Contractors, External Education Providers. This policy and related procedures apply in all School environments, both physical and online, and on-site and off-site School grounds (e.g. camps and excursions).

3. Legislation/Standards

Legislation

International Law

United Nations Convention on the Rights of the Child

Australian Legislation

Children's Guardian Act 2019

Child Protection (Working with Children) Act 2012 (NSW)

Child Protection (Care and Protection) Act 1998

Crimes Act 1900 (NSW)

Education Act

Standards/Regulation

National Principles for Child Safe Organisations

National Catholic Safeguarding Standards



NSW Child Safeguarding Standards

NSW Education Standards Authority (NESA) – Standard 3.6 (Child Protection)

EREA Child Safeguarding Standards Framework

4. Procedure

4.1 The School is committed to creating a culture which minimise opportunities of abuse to occur and ensure appropriate care of all children and young adults.

4.2 School Governance

- a) Our policies and procedures document how the School is safe for children and young people.
- b) The School considers the risk of harm to students in all areas of the School and actively aims to mitigate this while promoting student's development and independence.
- c) Relevant procedures reference and align with the relevant policy statements (i.e. excursions, acceptable use of IT and social media policies).
- d) We conduct regular reviews and act to improve child safe practices.

4.3 People

- a) Our employees are suitable to be employed in child related work and are committed to the values of child safety.
- b) Staff are equipped with the knowledge, skills and awareness to keep children and young people safe through ongoing education and training.

4.4 Practice

- a) All children who are involved in any School activities, events or programs have a right to be heard, feel safe and thrive.
- b) Students are informed about their rights, participate in decisions affecting them and are taken seriously.
- c) The School champions accessible processes to respond to complaints and concerns are child focused.
- d) Families and communities are informed and involved in promoting child safety and wellbeing.
- e) Diversity of students and their families is respected and equity is promoted.

4.5 Spaces



- a) The School's physical and online environments promote safety and wellbeing while minimising the opportunity for children and young people to be harmed or exploited.

5. Roles and Responsibilities

5.1 School Advisory Committee

- a) Actively enquire regarding strategies the School and Senior Leadership Team are deploying to ensure the prevention, identification and response to child safeguarding concerns within the School.

5.2 School Leadership Team (SLT)

- a) Oversight activities and projects that ensure a continued focus on the implementation of the National Principles at all levels of the School.
- b) Seek ways to harness the voice of students.
- c) Ensure staff are trained and supported to identify strategies focused on preventing, identifying and mitigating risks to students.
- d) Ensure that incident, complaints management and child protection policies are accessible, child focused and clearly outline roles and responsibilities of leadership, staff and volunteers, approaches to dealing with different types of complaints, breaches of relevant policies (i.e. EREA Code of Conduct and obligations to act and report)
- e) Ensure there are systems in place to:
 - record, monitor and escalate and report on issues to child safety and wellbeing
 - regularly review, evaluate and improve child safe practices.

5.3 Risk and Compliance Officer

- a) Provide guidance and support to SLT on ways to continuously improve to align policy, practice and systems to the relevant child safe standards.
- b) Support staff to identify strategies focused on preventing, identifying and mitigating risks to students.

5.4 Human Resources Manager

- a) Ensure recruitment, training, development and support for staff build confidence in child safe practices as outlined in the EREA Child Safeguarding Standards Framework.
- b) Ensure systems are in place to record, monitor and escalate issues of child safety and wellbeing regarding contractors/third party labour hire.



5.5 Faculty Leadership/Pastoral Coordinators

- c) Conduct annual risk assessments/management plans to address and minimise opportunities for harm in the context of the school activities, physical and online environments, nature of interaction between children and adults, vulnerabilities of children and staff capability

5.6 All Staff

- a) Consider risk to child safety and wellbeing in activities conducted by or at the school (excursions, incursions, one on one tutoring).
- b) Adhere to and champion the EREA Code of Conduct.
- c) Understand and uphold reporting obligations relating to child abuse and neglect.
- d) Understand and adhere to relevant policies and procedures.
- e) Attend training as required by the School.

6. Definitions

Child any person under the age of 18

Diversity a student and/or family from Aboriginal or Torres Strait Islands, Culturally or Linguistically Diverse backgrounds, students with disability and LGBTIQ+ community

Child safe practices outlined as part of the National Principles for Child Safe Organisations

7. Related Policies and Procedures

- EREA Code of Conduct
- EREA Complaint Handling Policy
- EREA Child Protection Policy
- EREA Statement of Commitment to Child Safety
- CBHS Excursion Policy and Procedure

8. Governance

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