

[Nagle College, Bairnsdale]

# Child-Friendly Edition of our Child Protection and Safety Policy



Date of policy: [August 2018]

Date of next major review: [August 2021]



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| <p>Policy Title</p> | <p><b>Nagle College Child Protection and Safety Policy</b></p>  |
| <p>Introduction</p> | <p><b>What does our school value and why is child safety important in our school?</b></p> <p><i>Nagle College is committed to providing a safe culture and environment for all young people. Every person at Nagle College has the right to be safe and protected from harm.</i></p> <p><i>Nagle College does not tolerate any form of child abuse. Nagle College will always act in the child's best interests in order to protect them from harm.</i></p> <p><i>Nagle College believes that every person is created by God and has a special dignity that must be respected at all times.</i></p> <p><b>Vision statement</b></p> <p><i>"I have come that they may have life and have it to the full" (Jn 10:10).</i></p> <p><b>Mission</b></p> <p><i>So that all members of the Nagle College community can live out the College motto "Let Your Light Shine, we will</i></p> <ul style="list-style-type: none"> <li>• <i>Develop a safe, nurturing and hope-filled community based on Christ's message of love, justice and service.</i></li> <li>• <i>Be people of dignity, respect, compassion, resilience and unconditional love.</i></li> </ul> <p><b>Key School Wide Expectations:</b> <i>Respect, Responsibility and Excellence.</i></p> |
| <p>Purpose</p>      | <p><b>Why do we have a policy?</b></p> <p><i>The policy is in place to protect students from abuse and harm and to help each member of the College community understand their child safety responsibilities and that the protection of children is a priority at Nagle College.</i></p>   |
| <p>Principles</p>   | <p><b>What are the important ideas that guide our actions?</b></p> <ul style="list-style-type: none"> <li>• <i>Nagle College will work to create and promote a child safe culture.</i></li> <li>• <i>All children have the right to be safe.</i></li> <li>• <i>The welfare and best interests of the child is the most important consideration.</i></li> <li>• <i>The views of the child and the child's privacy must be respected,</i></li> <li>• <i>There are clear expectations for appropriate behaviour with children established in our Child Safety Code of Conduct and other policies.</i></li> <li>• <i>Child safety and protection is everyone's responsibility.</i></li> </ul>   |

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| <p>Policy commitments</p>              | <p><b>What pledges do we make to our school community?</b></p> <ul style="list-style-type: none"> <li>• <i>At all times the ongoing safety and wellbeing of all children and young people will be the primary focus of care and decision making.</i></li> <li>• <i>Nagle College has a Child Protection Program in place and this will be reviewed and updated as required.</i></li> <li>• <i>Nagle College will work with families and students in making decisions regarding child safety.</i></li> <li>• <i>All members of the community are encouraged to speak up when they are concerned about the safety of themselves or others. Their concerns will be taken seriously and addressed in a just and timely manner.</i></li> <li>• <i>Nagle College will identify and assess risks to student safety and work to eliminate (if possible) or reduce risks to student safety.</i></li> </ul>                                 |
| <p>Expectation of our school staff</p> | <p><b>Why do we have a Code of Conduct for adults working in our school?</b></p> <p><i>Nagle College has a Code of Conduct for staff, clergy, contractors and volunteers. There is also a Code of Conduct for visitors. These are in place to protect children and to make it clear what is and what is not acceptable behaviour.</i></p>   |
| <p>Student participation</p>           | <p><b>How are students involved in child safety discussions and planning for improvements in our school?</b></p> <p><i>Nagle College has a Student Oratory, this has representatives from Years 7-12. This group meets and discusses child safety as part of its agenda.</i></p>  |
| <p>Reporting and responding</p>        | <p><b>How do we report our concerns and how do teachers respond?</b></p> <p><i>The students can use E Reporting on their school home page to report incidents when they feel unsafe. These reports are sent to their School Coordinators, counsellors and the Deputy Principal Pastoral who will respond to these.</i></p> <p><i>If a student has a concern and reports this to a staff member they will take the appropriate action. Staff Members all have access to the Nagle College Child Protection Program that contains all the policies and guidance on how to identify the indicators of child abuse and how to respond to allegations of abuse.</i></p> <p><i>Nagle College also has specific people appointed as Child Protection Officers, these are Mr Powles and Mrs Buurman. Students can report concerns directly to them. These staff members also provide advice to staff in the area of child safety.</i></p> |
| <p>Recruitment</p>                     | <p><b>How are staff selected to work in our school?</b></p> <p><i>Nagle College staff are recruited in accordance with CECV guidelines.</i></p> <p><i>All staff members employed by Nagle College have undergone a National Police Check or hold a Working with Children Check.</i></p>   |

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| <p>Professional learning for school staff</p> | <p><b>How does the school support staff to develop their knowledge about child safety?</b></p> <p><i>Staff members undertake professional learning in the area of child safety.</i></p> <p><i>Staff members also have access to the Nagle College Child Protection Program.</i></p>  |
| <p>Risk management</p>                        | <p><b>How does our school identify possible risks, who is involved and what happens next?</b></p> <p><i>All staff are responsible for identifying and managing risks to student safety.</i></p> <p><i>The Child Protection Officers provide guidance and support to school staff and students.</i></p> <p><i>The College Principal is responsible and will be accountable for the taking all practical measures to ensure that this policy and the schools Child Protection Program is implemented.</i></p>  |
| <p>Supporting documents</p>                   | <p><b>What other information do we use to help us?</b></p> <p>Nagle College Child Protection Program.</p> <p>Protect: Four Critical Actions Responding to incidents, disclosures and suspicions of of child abuse.</p> <p><a href="http://www.cecv.catholic.edu.au/Our-Schools/Child-Safety">http://www.cecv.catholic.edu.au/Our-Schools/Child-Safety</a></p> <p><a href="http://www.vrqa.vic.gov.au">www.vrqa.vic.gov.au</a></p> <p><a href="http://www2.ceosale.catholic.edu.au/Child_Safety.aspx">http://www2.ceosale.catholic.edu.au/Child_Safety.aspx</a></p> |
| <p>Communication</p>                          | <p><b>How does the school let everyone know about this policy and our plans?</b></p> <p>Information regarding our child safety policies and procedures will be provided to our community in the following ways: Nagle College website, induction, assemblies, Weekly Pastoral Bulletin, parent forums and staff professional learning.</p>   |
| <p>Review</p>                                 | <p><b>When will we update this policy?</b></p> <p><i>August, 2021</i></p>  |