AngliSchools

Child Safe Policy (WA)

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Executive Summary

The purpose of this Policy is to assist principals, teachers and other school staff to deal appropriately with the issue of child protection, and by doing so support a consistent approach by The Anglican Schools Commission (Inc.) trading as AngliSchools ("AngliSchools") and their commitment to child safety.

Key Actions

- Ensure there are robust human resources and recruitment practices for all staff and volunteers including a Working with Children Check (WWC Check) and a Nationally Coordinated Criminal History Check (NCCHC).
- Ensure Board members, School Council members and staff, including regular volunteers, receive annual professional learning (mandatory reporting of child sexual abuse and school policies).
- Review the National Principles for Child Safe Organisations questionnaire annually.
- AngliSchools Head Office must develop an AngliSchools Staff Code of Conduct that is publicly available.
- Each school must adopt the AngliSchools Staff Code of Conduct and provide guidance on *How To Comply*.
- Ensure all new staff attend an induction covering Staff Code of Conduct, Staff obligations to report objectively observable behaviours, School policies and procedures, and mandatory reporting obligations.
- Develop a Student Code of Conduct and provide parents and guardians with information about the Student Code of Conduct.
- Implement age and developmentally appropriate protective behaviours and sexual abuse prevention education.
- Develop and implement an annual training plan for Board members, School Council members, staff and regular volunteers.

NB: The list above is not exhaustive. The Policy should be read in full to understand all obligations.

1. Purpose

1.1. AngliSchools are committed to child safety and have developed this Policy to assist Principals, teachers and other school staff to deal appropriately with the issue of child protection, and by doing so is supporting a consistent approach by all schools to this important issue.

2. Scope

2.1. This Policy applies to our schools in Western Australia (WA) including boarding facilities where applicable. This includes Board members, School Council members, all staff, practicum students, volunteers, contractors, ministers of religion and boarding staff, if relevant.

3. Principles

3.1. AngliSchools acknowledge the serious consequences of child abuse and neglect, both in the short term and the long term. Within our schools, the protection strategies and procedures to be followed are based on the following principles and values:

3.2. AngliSchools Values of Faith, Inclusion, Respect and Excellence underpin the development of its Child Safe Policy (WA).

3.3. AngliSchools are committed to complying with The Child Safe Standards per the Royal Commission into Institutional Responses to Child Sexual Abuse recommendations, (Appendix 1) and implementing the National Principles for Child Safe Organisations (Appendix 2).

3.4. All adults have a responsibility to care for children, to positively promote their welfare and to protect them from any kind of abuse.

3.5. All children have the right to a thorough and systematic education about personal safety, including safety in relationships.

3.6. AngliSchools are committed to child safety and zero tolerance of child abuse.

3.7. AngliSchools are committed to preventing child abuse and identifying risks early; and removing and reducing these risks.

3.8. AngliSchools are committed to fulfilling our legal responsibilities in the area of child abuse.

3.9. AngliSchools are committed to monitoring adherence to the Child Safe Policy (WA).

3.10. All schools will ensure there are robust human resources and recruitment practices for all staff and volunteers.

3.11. All students should know that they are valued as people from the time they enter the school community. This pastoral dimension should influence every aspect of school life.

3.12. All schools will support or assist children who disclose child abuse or are otherwise linked to suspected child abuse.

3.13. AngliSchools promote the cultural safety of Aboriginal and Torres Strait Islander children at all schools.

3.14. AngliSchools promotes the cultural safety of children from culturally and/or linguistically diverse backgrounds at all schools.

3.15. AngliSchools promote the safety of children with a disability and children who are vulnerable.

3.16. The value of the family unit is to be respected, but this should not be to the detriment of the wellbeing of a child.

3.17. All people involved in situations where abuse is suspected or disclosed must be treated with sensitivity, dignity and respect.

3.18. The Principal is responsible for all aspects of school management including the management of suspected or disclosed incidents of child abuse, in line with legislation and the Department of Communities - Child Protection (DCP) and WA Police requirements. With the assistance of the appropriate Pastoral Care Staff (such as the School Chaplain, Pastoral Dean, Psychologist, Nurse or Counsellor), the Principal must ensure that the School's pastoral care structures address the issue of child abuse and make appropriate provisions for the assistance of affected children, families and staff.

3.19. All school staff have a duty of care to students during school hours and at other times when staff/student relationships exist.

3.20. AngliSchools will ensure Board members, School Council members and staff, including regular volunteers, receive annual professional learning on:

- Mandatory reporting of child sexual abuse;
- Allegations of Reportable Conduct; and
- School policies, procedures and practices that aim to ensure students' safety and wellbeing at school, during school-related activities and child-safe physical and online environments.

NB: ensure people who may be absent during scheduled sessions attend a rescheduled session.

3.21. AngliSchools abides by the legal and moral obligations to report all forms of abuse.

3.22. School staff who have access to information regarding suspected or disclosed child abuse or neglect have a clear obligation to observe appropriate confidentiality in relation to the entire matter, and an obligation to ensure that this information is secure.

4. Relevant Policies, Procedures and Legislation

4.1. This Policy must be read in conjunction with the following policies and procedures:

- Mandatory Reporting of Child Sexual Abuse Policy and Procedures (WA)
- Reporting of Abuse and Neglect Policy and Procedures (WA)
- Dispute and Complaint Resolution Policy and Procedures – Schools (WA)

4.2. Relevant legislation:

- Children and Community Services Act 2004
- Children and Community Services Amendment (Reporting Sexual Abuse of Children) Act 2008
- Criminal Code Act 1913
- Criminal Code Amendment Section 204B (Cyber Predators) Bill 2005
- Working with Children (Criminal Record Checking) Act 2004
- Parliamentary Commissioner Amendment (Reportable Conduct) Act 2022

Legislation is available to be viewed through the State Law Publishers website www.slp.wa.gov.au

4.3. Other:

- The Child Safe Standards (Royal Commission into Institutional Responses to Child Sexual Abuse recommendations)
- The National Principles for Child Safe Organisations.

5. Definitions

5.1. **Advocacy and Support Services** are those which act alongside, or on behalf of, victims and survivors of child abuse to support their rights and interests while providing tangible and practical support.

5.2. **Child** is defined as a person who is under the age of 18 years or, in the absence of positive evidence of age, as a person who is apparently under 18 years of age.

5.3. **Child Abuse** – Four forms of child abuse are covered by WA law:

1. Physical abuse occurs when a child is severely and/or persistently hurt or injured by an adult or a child's caregiver. It may also be the result of putting a child at risk of being injured.
2. Sexual abuse occurs when a child is exposed to, or involved in sexual activity that is inappropriate to the child's age and developmental level, and includes sexual behaviour in circumstances where:
    a. The child is the subject of bribery, coercion, a threat, exploitation or violence;
    b. The child has less power than another person involved in the behaviour; or
    c. There is significant disparity in the developmental function or maturity of the child and another person involved in the behaviour.
3. Emotional abuse includes:
    a. Psychological abuse; and
    b. Being exposed to an act of family and domestic violence.
4. Neglect is when children do not receive adequate food or shelter, medical treatment, supervision, care or nurturance to such an extent that their development is damaged, or they are injured. Neglect may be acute, episodic or chronic.

5.4. **Code of Conduct** promotes positive work practices and establishes expectations for personal and professional boundaries concerning appropriate and inappropriate behavior in relation to staff, students, volunteers, parents and guardians. It provides guidance about behavior, relationships, attitudes and responsibilities and outlines the process that will be followed if the code is not observed.

5.5. **Culturally appropriate** is the definition adopted by the Royal Commission into Institutional Responses to Child Sexual Abuse:

> an approach to policy, intervention, service delivery and inter-group interaction that is based on the positive acceptance of the cultural values and expectations of an individual and their community [Final Report, Volume 1, page 321].

A culturally-appropriate protective behaviours and sexual abuse prevention education will reflect cultural values to enable students to engage effectively with the information, attitudes and practices being learned without offending cultural norms and expectations.

5.6. **Corporal punishment** is any punishment in which physical force is used and intended to cause some degree of pain or discomfort, however light; typically involving hitting the child with the hand or with an implement; can also include, for example, forcing the child to stay in an uncomfortable position. It does not include the use of reasonable physical restraint to protect the child or others from harm [UN Committee on the Rights of the Child, General Comment No. 8 (2006)].

5.7. **Degrading punishment** is any punishment which is incompatible with respect for human dignity, including corporal punishment and non-physical punishment which belittles, humiliates,

denigrates, scapegoats, threatens, scares or ridicules the child [UN Committee on the Rights of the Child, General Comment No. 8 (2006)].

5.8. **Grooming** is the use of a variety of manipulative and controlling techniques with a vulnerable subject in order to establish trust or normalise sexually harmful behavior with the overall aim of facilitating exploitation and/or prohibiting exposure.

5.9. **Multi-Agency Protocol** for Education Options for Young People Charged with Harmful Sexual Behavior, developed by the Department of Education for all education sectors in Western Australia, describes the process by which information about young people charged with harmful sexual behaviors is shared and managed by governing bodies and schools in accordance with sections 28A-C of the Children and Community Services Act 2004.

5.10. **National Principles for Child Safe Organisations** incorporate the ten standards recommended by the Royal Commission into Institutional Responses to Child Sexual Abuse in December 2017 and cover all forms of child abuse. They were developed by the Australian Human Rights Commission and endorsed by all members of the Council of Australian Governments (COAG) in February 2019.

5.11. **Regular Volunteer** is someone who attends the school or school-related activity at regular periodic intervals during a school year or is frequently called upon to assist in diverse capacities. A regular volunteer is not a member of staff. Members of staff may include people who are not paid.

5.12. **Reportable Conduct** includes:

- sexual offences;
- sexual misconduct;
- physical assault;
- significant neglect of a child;
- significant emotional or psychological harm; and
- other prescribed offences.

6. Staff Code of Conduct

6.1. AngliSchools has developed a Staff Code of Conduct for the Board, School Councils, staff, practicum students and volunteers, and boarding staff (if relevant) that:

- Is publicly available on the school website or on request;
- States as its objective the promotion of child safety in the school environment;
- Sets standards about the ways in which school staff are expected to behave with children;
- Sets a high standard of conduct for the protection and wellbeing of children and young people;
- Covers conduct in both the physical and online environments;
- Takes into account the interests of school staff (including other professional or occupational codes of conduct that regulate particular school staff), and the needs of all children; and
- Is consistent with the School's child safety strategies, policies and procedures as revised from time to time.

6.2. Head Office and the schools must also provide staff with guidelines on how to comply with the Code, including an explanation distinguishing between grooming and sexual abuse, and clearly delineating the boundaries between appropriate and inappropriate interactions between students and between students and adults. Information on sexual abuse and grooming is covered in the Mandatory Reporting of Child Sexual Abuse Policy and Procedures (WA).

7. Student Code of Conduct

7.1. Schools must have a Student Code of Conduct, which sets out the minimum standards of conduct, prohibits bullying, harassment and other forms of peer-to-peer abuse and requires respect for the privacy and human dignity of other students and boarders where relevant.

7.2. Parents and guardians must receive information about the Student Code of Conduct and when, how and whom to tell when they have concerns about grooming, child abuse or other behavior.

8. Child Empowerment and Participation Education

8.1. All schools must have in place age and developmentally appropriate protective behaviors and sexual abuse prevention education, which is:

- Developed by experts in child abuse protection;
- Culturally appropriate;
- Integrated into the curriculum of the school and refers to subject-matter links;
- Communicated to parents/carers;
- Includes e-safety education; and
- Builds practical self-protective skills and strategies.

8.2. Schools must also consider appropriate education to be delivered about:

- Standards of behaviour for students attending the school;
- Healthy and respectful relationships (including sexuality); and
- Resilience.

9. School Staff Recruitment Practices

9.1. All schools must develop recruitment practices which:

- Are robust to help ensure the best applicants are employed with each step of process done consistently and thoroughly;
- Engage only those who are suitable to work with students;
- Make every attempt to assess commitment to the Staff Code of Conduct on the part of the applicants.

9.2. Each job or category of jobs for school staff that involves child-related work must have a clear statement that sets out:

- The job's requirements, duties and responsibilities regarding child safety; and
- The essential or relevant qualifications, experience and attributes in relation to child safety.

9.3. All applicants for jobs that involve child-related work for the school must be informed about the school's child safety practices (including the Staff Code of Conduct).

9.4. In accordance with any applicable legal requirement (e.g. Working with Children Check (WWC Check) Nationally Coordinated Criminal History Checks (NCCHC) or school policy), the school must verify and record the following information about a person whom it proposes to engage to perform child-related work:

- WWC Check status;
- Proof of personal identity and any professional or other qualifications;
- The person's history of work involving children; and
- References that address the person's suitability for the job and working with children.

9.5. Refer to the Recruitment and Selection Policy and Procedures (WA), which provides effective and robust procedures to ensure that appropriate recruitment and selection methods are adopted.

9.6. Once appointed, all new staff, regular volunteers, including new boarding staff (if applicable), must attend an induction as soon as practicable following their appointment. The induction must cover at least:

- the Staff Code of Conduct, including staff obligations to report objectively observable behaviour which is not permitted by the Code;
- the School's policies, procedures and practices that aim to ensure students' safety and wellbeing at school and during school-related activities;
- the School and its community; and
- the law with respect to mandatory reporting of child sexual abuse.

For more information refer to the Induction Policy.

10. School Staff and Volunteer Supervision Practices

10.1. All schools will ensure that new employees and volunteers are supervised regularly to ensure they understand the commitment to child safety and that everyone has a role to play in protecting children from abuse, as well as checking that their behaviour towards children is safe and appropriate (as per the Staff Code of Conduct). Any inappropriate behaviour will be reported through the appropriate channels, including the DCP, depending on the severity and urgency of the matter.

11. School Staff, Volunteers and School Council Members Education and Training

11.1. All Schools must have in place annual training for all staff, School Council members and regular volunteers that identifies, assesses and minimises the risks of child abuse, and detects potential signs of child abuse, namely:

- Mandatory reporting of child sexual abuse; and
- School policies, procedures and practices that aim to ensure students' safety and wellbeing at school, during school-related activities and child-safe physical and online environments.

12. Student Images, Videos and Digital Identity

Student images and videos are personal information and part of a child's digital identity. The safety, privacy and wellbeing of students must always come before promotional or marketing purposes.

Before sharing student images or videos publicly, schools must assess any child safety risks, including the risk of content being copied, altered or misused online. For more information refer to *Student Images, Videos and Digital Identity Procedures* in the Policy Portal – Resources – Child Protection.

13. Procedures: Roles and Responsibilities

13.1. AngliSchools Head Office

If formal notification is to be made to the DCP, the Principal must inform the Chief Executive Officer (CEO) as the official representative of the School Authority.

The AngliSchools Board is responsible for providing oversight of child safety, approving and reviewing child safety policies, monitoring compliance and promoting a strong child safe culture across the organisation.

AngliSchools Head Office will:

13.1.1. Ensure Board members participate in professional learning covering the Staff Code of Conduct (specific to their role); their mandatory reporting obligations and all policies and procedures at least annually.

13.1.2. Ensure that position descriptions clearly address child safety requirements.

13.1.3. Assist Principals in arranging appropriate professional development for designated staff in:

- the principles, policy and procedures in child protection.
- protective behaviours and sexual abuse prevention education.

13.1.4. If necessary, assist the Principal or their delegate when a case of child abuse or neglect is disclosed, or where there is a belief, based on reasonable grounds that abuse or neglect has occurred, or where there has been a report of allegations of reportable conduct made, to follow the procedures on notification to the DCP or the Ombudsman (as appropriate).

13.1.5. Assist the Principal in ensuring that members of staff and students at the school making the referral are offered appropriate support to adjust to any consequences of the referral.

13.1.6. Assist the Principal to cooperate in the Multi-Agency Protocol for Education Options for Young People Charged with Harmful Sexual Behaviours and implement a risk assessment and management plan for any such young person enrolled at the school.

13.1.7. Provide any other assistance to the Principal or their delegate to ensure other aspects of the Child Safe Policy (WA) are met.

13.2. The Principal

13.2.1. The Principal is responsible for all aspects of school management including the management of suspected or disclosed incidents of child abuse and neglect, and in the role of Head of Agency for reports of allegations of reportable conduct. See *Reporting of Allegations of Reportable Conduct Policy and Procedures (WA)* for further information.

13.2.2. The Principal is responsible for implementing child safety policies and procedures, managing child safety risks and concerns, and ensuring staff, volunteers and contractors understand and meet their child safety obligations.

13.2.3. The Principal may appoint a child safety champion to support the Principal and act as a key contact for child safety matters and support students, families, staff and volunteers to raise concerns, access information and follow reporting processes.

13.2.4. The Principal must ensure that the School's pastoral care and/or curriculum structures address the issue of child abuse and protective behaviours.

13.2.5. The Principal must ensure that School Council members, all staff, practicum students and regular volunteers, and boarding staff if relevant, participate in professional learning covering the Staff Code of Conduct (specific to their role), their mandatory reporting obligations and all school policies and procedures at least annually.

13.2.6. Further information on the detection and reporting of child abuse is provided in the policies listed in Section 4.

13.2.7. The Principal must ensure that position descriptions clearly address child safety requirements.

13.2.8. The Principal must ensure that all employees and volunteers are fit and proper persons to work with children via WWC Checks and NCCHCs (as applicable). Refer to the *Criminal History and Working With Children Policy (WA)* for more information on WWC Checks and NCCHC requirements.

13.2.9. The Principal must review the National Principles for Child Safe Organisations (Principles) questionnaire annually, to ensure compliance with the Principles. A copy of the review must be provided to the Director of Risk and compliance.

13.2.10. The Principal's role is **not** to investigate any disclosure or strong concern about the well-being of a student, but they **must** report the matter to the DCP, the Chair of the School Council and to the CEO.

13.2.11. Should any disclosure or strong concern of abuse relate to the behaviour of a staff member, the Principal must report the matter to the Professional Standards Unit (PSU) of the Diocese of Perth, the Chair of the School Council and to the CEO. The identity of the reporter must be protected at all times, in line with the Children and Community Services Act 2004.

13.2.12. The Principal must retain records of all communication with the DCP, the Police, the PSU, the Chair of the School Council and the CEO and the subsequent actions. All records must be stored in a secure place to ensure confidentiality and kept separate from any other file on the student. There should be an indication on the student's general file that other confidential records are being kept separately without revealing the nature of those records. Records and recordkeeping principles are available from AngliSchools.

13.2.13. The Principal, with the assistance of the appropriate Pastoral Care Staff (such as the School Chaplain, Pastoral Dean, Psychologist, Nurse, or Counsellor), must undertake ongoing support for the teacher, the student and anyone else affected by this process or its outcomes. The student must be informed of advocacy and support services available to them.

13.2.14. The Principal must inform parents and guardians about the school's Child Safe Policy (WA), the protective behaviours curriculum, the Staff Code of Conduct, the Student Code of Conduct and when, how and whom to tell if they have concerns about grooming, child abuse, or other behaviour which is not permitted by either code. This could be done by including the information in a Parent Handbook, or similar, thereby ensuring that all new parties are kept informed.

13.2.15. The Principal will cooperate in the Multi-Agency Protocol for Education Options for Young People Charged with Harmful Sexual Behaviours and implement a risk assessment and management plan for any such young person enrolled at the school.

13.3. Staff, Practicum Students and Volunteers

All staff, practicum students and volunteers must:

13.3.1. Follow the Child Safe Policy and Staff Code of Conduct.

13.3.2. Maintain appropriate boundaries with students.

13.3.3. Promote student safety and wellbeing.

13.3.4. Report any child safety concerns immediately.

13.3.5. Complete required child safety training.

13.3.6. Support a safe, respectful and inclusive environment.

13.4. Contractors and Third-Party Service Providers

All contractors and third-party service providers must:

13.4.1. Comply with the School's child safety requirements.

13.4.2. Meet all screening and qualification requirements.

13.4.3. Maintain appropriate behaviour and boundaries with students.

13.4.4. Report any child safety concerns immediately.

13.4.5. Cooperate with the School's child safety and risk management processes.

13.4.6.

13.5. **Mandatory Reporters**

All obligations for mandatory reporters are covered in the policies listed in Section 4.

13.6. **Non-mandatory Reporters**

Everybody has a duty to report concerns that involve the safety of children and young people. All reporting obligations for non-mandatory reporters is covered in the policies listed in Section 4.

13.7. **The Department of Communities - Child Protection (DCP)**

13.7.1. The DCP is the Government Department with the statutory authority to investigate concerns relating to child abuse in WA.

13.7.2. All disclosures or strong concerns of abuse or neglect (except sexual abuse – see the Mandatory Reporting of Child Sexual Abuse Policy and Procedures (WA)) are to be reported by **the Principal** to the Duty Officer at the nearest local district or regional office of the DCP.

13.7.3. In the case of child sexual abuse, the teacher must provide a written report to the Mandatory Reporting Service of DCP (see Mandatory Reporting of Child Sexual Abuse Policy and Procedures (WA)).

13.7.4. The Mandatory Reporting Service and the Duty Officer at the local DCP office can be used initially in a consultative role if either the Principal or the teacher is unsure of what action to take.

13.7.5. The DCP has the authority to interview the child at school before contact is made with the parent/guardian. The Principal must be notified before the interview and the child may be given the option of having support at the interview from a staff member of their choosing. The decision of having a support person for the child will rest with the DCP or WA Police.

13.7.6. DCP officers may remove a child from school if they have the permission of the parent/guardian. They may also apprehend a child without warrant and take them into care if they believe that the child is in need of care and protection.

13.7.7. For further information: www.wa.gov.au/department-of-communities/child-protection

13.8. **The Western Australia Police**

13.8.1. The WA Police may play a role in responding to allegations of child abuse and neglect when informed by the DCP.

13.8.2. In the case of sexual abuse, the DCP will forward all reports to the WA Police Service.

13.8.3. The WA Police Service Child Abuse Investigation Team will intervene in instances where it is believed that a criminal offence has occurred which may lead to criminal charges being laid.

13.9. **Office of the Ombudsman Western Australia (Ombudsman)**

13.9.1. The Reportable Conduct Scheme requires heads of organisations that exercise care, supervision or authority over children to notify allegations of, or convictions for, child abuse by their employees to the Ombudsman and then investigate the allegations.

13.9.2. The Ombudsman will monitor and oversee the Reportable Conduct Scheme, including reviewing the investigations.

13.9.3. The role of the Ombudsman is to:

- Support and guide organisations that receive allegations in order to promote fair, effective, timely and appropriate responses; and
- Independently oversee, monitor and, where appropriate, make recommendations to improve the responses of those organisations.

13.9.4. The Reportable Conduct Scheme requires reporting to the Ombudsman allegations of and convictions by their employees.

13.9.5. The Reportable Conduct Scheme does not replace the need to report allegations of child abuse, including criminal conduct to the WA Police Force, the Department of Communities or other applicable regulatory bodies or to otherwise take appropriate action.

13.10. **The Professional Standards Unit of the Diocese of Perth**

13.10.1. The Professional Standards Unit (PSU) investigates reports of sexual misconduct and child abuse made against an employee of the Anglican Church and its incorporated bodies and unincorporated organisations.

13.10.2. School Principals must refer to the PSU any disclosures or strong concerns relating to the behaviour of staff members. The identity of the reporter must be protected at all times, in line with the Children and Community Services Act 2004. The Chair of the School Council and the CEO are to be advised of such reports.

13.10.3. The PSU will investigate the matter and make a recommendation to the school.

13.11. **Non-Compliance and Breach**

13.11.1. Failure to comply with this Policy may result in corrective or disciplinary action. The level of response will depend on the severity and frequency of the breach and may include formal warnings, suspension or termination.

13.11.2. Non-compliance and breaches must be reported to the Director of Risk and Compliance.

APPENDIX 1

Royal Commission Child Safe Standards

What makes institutions safer for children?

The Child Safe Standards are:

1. Child safety is embedded in institutional leadership, governance and culture.
2. Children participate in decisions affecting them and are taken seriously.
3. Families and communities are informed and involved.
4. Equity is upheld and diverse needs are taken into account.
5. People working with children are suitable and supported.
6. Processes to respond to complaints of child sexual abuse are child focused.
7. Staff are equipped with the knowledge, skills and awareness to keep children safe through continual education and training.
8. Physical and online environments minimise the opportunity for abuse to occur.
9. Implementation of the Child Safe Standards is continuously reviewed and improved.
10. Policies and procedures document how the institution is child safe.

APPENDIX 2

National Principles for Child Safe Organisations

1. Child safety and wellbeing is embedded in organisational leadership, governance and culture.
2. Children and young people are informed about their rights, participate in decisions affecting them and are taken seriously.
3. Families and communities are informed and involved in promoting child safety and wellbeing.
4. Equity is upheld and diverse needs respected in policy and practice.
5. People working with children and young people are suitable and supported to reflect child safety and wellbeing values in practice.
6. Processes for complaints and concerns are child focused.
7. Staff and volunteers are equipped with the knowledge, skills and awareness to keep children and young people safe through ongoing education and training.
8. Physical and online environments promote safety and wellbeing while minimising the opportunity for children and young people to be harmed.
9. Implementation of the national child safe principles is regularly reviewed and improved.
10. Policies and procedures document how the organisation is safe for children and young people.

Version Control

Version	Date	Summary of Changes
1	Aug-09	New Policy
2	Oct-13	3 yearly review
3	Oct-16	Policy split into three - one for each state. (WA, NSW, VIC)
4	Oct-16	Section 9.1 Bullet Point 7 - updated to reflect the obligation to notify the Principal before or after submitting a report to the CPFS.
5	May-18	Annual review, includes new requirements from the revised Guide to Registration Standards and Other Requirements for Non-Government Schools and align the WA policies with the NSW and Victoria Policies.
6	Apr-19	Annual review, includes reference to RC Recommendations, ASC Recruitment Policy, Mandatory Reporting spreadsheet.
7	Oct-19	Updated in response to the recently amended non-government school registration standards (WA) for 2020.
8	Apr-21	Annual Review Clarify WWC Check and NCCHC obligations. Include the National Principles for Child Safe Organisations as an Appendix. New Policy format.
9	Oct-21	Remove detailed reference to Code of Conduct and Appendix C. **NB:** New Policy developed specifically for the Child Safe Code of Conduct.
9a	Apr-22	Annual review
10	Apr-23	Annual review. Reference to new Reportable Conduct Scheme and Policy.
11	Mar-24	Annual review. Update definition of Reportable Conduct. National Principles for Child Safe Organisations Questionnaire.
-	Feb-25	Update ASC to AngliSchools
11a	Apr-25	Annual review Expand information regarding inductions for new staff. Remove information already included in Mandatory Reporting Policy.
12	Apr-26	Periodic review Update policy names referenced Remove Appendix 4
12a	Aug-26	Include the requirement to provide guidance on 'how to comply' with the Staff Code of Conduct. Include consequences for failure to comply with the Policy. Include new section on Student Images, Videos and Digital Identity
12b	Oct-26	Updated to include roles and responsibilities that clearly identify the child safety obligations for the Board/School Council, Principal all staff – to align with Victoria.