

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.

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.

The following terms in this policy have [specific definitions](#):

- 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.

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 a regular agenda item at school council meetings
- undertake annual training on child safety, using the Child Safe Standards School Council Training slide presentation available on [PROTECT](#).
- 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
- when hiring school council employees, ensure that selection, supervision, and management practices are child safe. At our school, school council employment duties are delegated to the principal who is bound by this policy.

Eltham High School has nominated a child safety champion (Assistant Principal – Empowering Students and Building School Pride) to support the principal to implement our child safety policies and practices, including staff and volunteer training.

The responsibilities of the child safety champion are outlined at [Guidance for child safety champions](#).

Our principal and child safety champion are the first point of contact for child safety concerns or queries and for coordinating responses to child safety incidents.

The Assistant Principal – Empowering Students and Building School Pride is responsible for monitoring the school's compliance with the Child Safety Policy. Anyone in our school community should approach this person if they have any concerns about the school's compliance with the Child Safety Policy.

The Assistant Principal – Empowering Students and Building School Pride is responsible for informing the school community about this policy, and making it publicly available

Other specific roles and responsibilities are named in other child safety policies and procedures, including the Child

We embrace the vision of the Marrung Aboriginal Education Plan and celebrate the culture, knowledge and experiences of First Nations Peoples. We are committed to creating and maintaining a school environment that empowers Indigenous students to feel valued, respected and culturally strong.

Our school has a number of measures in place to ensure our community acknowledges and appreciates the strengths of Aboriginal and Torres Strait Islander culture. These measures are outlined below.

- Development of a Reconciliation Action Plan team comprising staff, students, families and community members.

- Acknowledging the existing knowledge of Indigenous students and their families and seeking their feedback on decisions that affect them, and on how well we are meeting their needs, through Student Support Groups and during the development of Individual Education Plans.

- Working with our regional Koorie Engagement Support Officers (KESOs) for advice on how we can create a culturally inclusive learning environment and to build our capacity to provide support for individual Koorie students attending our school

- Partnering with Reconciliation Victoria to seek feedback and advice on existing and new actions we can take to support the diverse and unique identities and experiences of Aboriginal students and children in our community.

To support child safety and wellbeing at Eltham High 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, implementing our whole school approach to Respectful Relationships, our student Code of Conduct and our school values. We inform students of their rights through our whole school approach to Respectful Relationships and 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 at through their sub-school or Student Services.

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. We will also listen to the alleged perpetrator's account and take them seriously.

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 LGBTQIA+.

Our Student Wellbeing and Engagement Policy <https://www.elthamhs.vic.edu.au/policies-child-safety/> provides more information about the measures we have in place to support diversity and equity.

At Eltham High 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.

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](#)

This policy should be reviewed every 2 years.

	Consultation occurred through presentations to teaching staff, Education Support staff and School Council.
	Principal – Vincent Sicari

