





child safety policies and practices, including staff and volunteer training.

The responsibilities of the Assistant Principals are outlined at Guidance for child safety champions.

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



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- inclusive environment and meet the needs of Aboriginal children, students and their families
 - x develop and endorse a policy or statement detailing the strategies and actions the school will take.

STUDENT EMPOWERMENT

To support child safety and wellbeing at Blackburn 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 through our School Values and implement

SUITABLE STAFF AND VOLUNTEERS

At Blackburn 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.

Staff recruitment

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:

- x [Recruitment in Schools](#)
- x [Suitability for Employment Checks](#)
- x [School Council Employment](#)
- x [Contractor OHS Management](#)

When engaging staff to perform child-related work, we:

- x sight, verify and record the person's Working with Children clearance or equivalent background check such as a Victorian teaching registration
- x collect and record:
 - o proof of the person's identity and any professional or other qualifications
 - o the person's history of working with children
 - o references that address suitability for the job and working with children.
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Staff induction

All newly appointed staff will be expected to participate in our child safety and wellbeing induction program. The program will include a focus on:

- x the Child Safety and Wellbeing Policy (this document)
- x the Child Safety Code of Conduct
- x the Child Safety Responding and Reporting Obligations (including Mandatory Reporting) Policy and Procedures and
- x any other child safety and wellbeing information that school leadership considers appropriate to the nature of the role.

Ongoing supervision and management of staff

All staff engaged in child-connected work will be supervised appropriately to ensure that their behaviour towards children is safe and appropriate.

Staff will be monitored and assessed to ensure their continuing suitability for child-connected work. This will be done by ensuring that all staff maintain their VIT or Working With Children checks. Staff will liaise regularly in their House meetings to clarify any concerns or strategies regarding working with children.

Inappropriate behaviour towards children and young people will be managed swiftly and in accordance with our school and department policies and our legal obligations. Child safety and wellbeing will be paramount.

Suitability of volunteers

All volunteers are required to comply with our Volunteers Policy, which describes how we assess the suitability of prospective volunteers and outlines expectations in relation to child safety and wellbeing induction and training, and supervision and management.

CHILD SAFETY KNOWLEDGE, SKILLS AWARENESS

Ongoing training and education are essential to ensuring that staff understand their roles and responsibilities and develop their capacity to effectively address child safety and wellbeing matters.

In addition to the child safety and wellbeing induction, our staff will participate in ongoing training.

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