



HUME CENTRAL SECONDARY COLLEGE CHILD SAFETY AND WELLBEING POLICY

Purpose

Hume Central Secondary College's Child Safety Policy sets out the school's commitment and approach to creating and maintaining a child safe and child-friendly organization where children and young people are safe and feel safe and provides the policy framework for the school's approach to the Child Safe Standards. It informs our school community of everyone's obligations to act safely and appropriately towards children and guides our processes and practices for the safety and wellbeing of students across all areas of our work.

Scope

This policy applies to all school staff, volunteers, and contractors in the school environment, whether or not they work in direct contact with children or young people. This policy also applies to school council members where indicated. This policy applies in all physical and online school environments (see Definitions section) used by students during or outside of school hours, including other locations provided for a student's use (for example, a school camp) and those provided through third-party providers. This policy applies to all school campuses of Hume Central Secondary College. This policy should be read together with our other child safety and wellbeing policies and procedures.

Definitions

Child abuse

Child abuse includes:

- any act committed against a child involving:
 - a sexual offence; or
 - grooming; and
- the infliction, on a child, of:
 - physical violence; or
 - serious emotional or psychological harm; and
- serious neglect of a child.

Child-connected work

Child-connected work means work authorised by the school, school council, or Secretary of the Department of Education and Training and performed by an adult in a school environment while children are present or reasonably expected to be present.

Child safety

Child safety encompasses matters related to protecting all children from child abuse, managing the risk of child abuse, providing support to a child at risk of child abuse, and responding to incidents or allegations of child abuse.

School environment

School environment means any physical or virtual place made available or authorised by the school for use by a child during or outside school hours, including:

- a campus of the school
- online school environments (including email and intranet systems); and
- other locations provided by the school for a child's use (including, without limitation, locations used for school camps, sporting events, excursions, competitions, homestays, and other school activities or events)
- external providers
- homestay arrangements for international students.

School staff

School staff means an individual working in a school environment who is:

- employed by the Department of Education and Training in the government teaching service
- directly engaged or employed by a school council; or
- a volunteer or a contracted service provider (whether or not a body corporate or any other person is an intermediary).

STATEMENT OF COMMITMENT TO CHILD SAFETY AND CHILD SAFETY PRINCIPLES

Hume Central Secondary College is a child safe organisation which welcomes all children, young people and their families. The school is committed to providing a safe, supportive and inclusive environment for all students, staff and members of our community. Our school recognises the importance of the partnership between our school and parents and carers to support student learning, engagement and wellbeing. We share a commitment to, and a responsibility for, creating an inclusive and safe school environment for our students.

The school's approach to creating and maintaining a child safe school environment is guided by our College vision and values. Hume Central Secondary College's vision is to develop and nurture the social, emotional, and academic growth of all our students in order that they become resilient, life-long learners equipped with the skills, qualifications and personal attributes for success in and beyond school.

VALUES

Hume Central Secondary College's values are:

ACHIEVEMENT

Supporting all students to achieve their personal best.

DIVERSITY

Recognising the diverse backgrounds, cultures, talents, and aspirations of our students and providing rich learning opportunities for all.

SUCCESS

Developing the knowledge, skills and personal attributes that will enable our students to lead successful lives beyond school.

Our guiding principles are also reflected in the three positive behaviour expectations that we hold of every member of our community:

To be RESPECTFUL To be RESPONSIBLE To be a LEARNER

Hume Central Secondary College has zero tolerance for child abuse.

We have legal and moral obligations to contact authorities when we are concerned about a child's safety, which we follow rigorously.

Hume Central Secondary College is committed to preventing child abuse and identifying risks early and removing and reducing these risks.

The College has robust human resources and recruitment practices for all staff and volunteers, and we are committed to regularly training and educating our staff and volunteers on child abuse risks.

We are committed to providing a child safe environment where children and young people are safe and feel safe, and their voices are heard about decisions that affect their lives.

We support and respect all children, as well as our staff and volunteers.

We promote positive relationships between students and adults and between students and their peers. These relationships are based on trust and respect.

We take proactive steps to identify and manage any risk of harm to students in our school environment. When child safety concerns are raised or identified, we treat these seriously and respond promptly and thoroughly.

We are committed to the cultural safety of Aboriginal & Torres Strait Islander children, children from a culturally and/or linguistically diverse backgrounds, the safety of LGBTI (Lesbian, Gay, Bisexual, Transgender, Queer, or Questioning, and Intersex) children, and the safety of children with a disability and children who are vulnerable due to age, family circumstances, abilities. Inappropriate or harmful behaviour targeting students based on these or other characteristics, such as racism or homophobia, are not tolerated at our school, and any instances identified will be addressed with appropriate consequences.

We have specific policies, procedures and training in place that support our leadership team, staff and volunteers to achieve these commitments.

Child safety is a shared responsibility. Every person involved at Hume Central secondary College has a responsibility to understand the important and specific role they play individually and collectively to ensure that the wellbeing and safety of all children and young people is at the forefront of all they do and every decision they make.

Child safety principles

In its planning, decision-making and operations, Hume Central Secondary College will:

1. Take a preventative, proactive and participatory approach to child safety
2. Value and empower children to participate in decisions which affect their lives
3. Foster a culture of openness that supports all persons to safely disclose risks of harm to children
4. Respect diversity in cultures and child rearing practices while keeping child safety paramount
5. Provide written guidance on appropriate conduct and behaviour towards children
6. Engage only the most suitable people to work with children and have high quality staff and volunteer supervision and professional development
7. Ensure children know who to talk with if they are worried or are feeling unsafe, and that they are comfortable and encouraged to raise such concerns
8. Report suspected abuse, neglect or mistreatment promptly to the appropriate authorities
9. Share information appropriately and lawfully with other organisations where the safety and wellbeing of children is at risk
10. Value the input of and communicate regularly with families and carers
11. Work with external education providers to ensure students are protected in all school environments; and
12. Support all international students to feel safe and protected in all environments.

Strategies to embed a child safe culture

Hume Central Secondary College's culture encourages staff, students, parents and the school community to raise, discuss and scrutinise child safety concerns. This makes it more difficult for abuse to occur and remain hidden.

Roles and responsibilities

School leaders will ensure that each person understands their role, responsibilities and behaviour expected in protecting children and young people from abuse and neglect. Staff will comply with the school's Child Safety Code of Conduct, which sets out clearly the difference between appropriate and inappropriate behaviour. School leaders are responsible for ensuring that a strong child safe culture is created and maintained, and that policies and practices are effectively developed and implemented.

Child safety responsibilities:

- The College Principal and members of the Principal Class team are responsible for reviewing and updating the Child Safety and Wellbeing Policy every 3 years.
- The College Principal and members of the Principal Class team are responsible for monitoring the school's compliance with the Child Safety Policy. The school community should approach any member of the principal class if they have any concerns about the school's compliance with the Child Safety and Wellbeing Policy.
- The College Principal and members of the Principal Class team are responsible for modelling a child safe culture that facilitates the active participation of students, families and staff in promoting and improving child safety, cultural safety and wellbeing
- The College Principal and members of the Principal Class team are responsible for enabling inclusive practices where the diverse needs of all students are considered
- The College Principal and members of the Principal Class team are responsible for reinforcing high standards of respectful behaviour between students and adults, and between students
- The College Principal and members of the Principal Class team are responsible for promoting regular open discussion on child safety issues within the school community including at leadership team meetings, staff meetings and school council meetings
- The College Principal and members of the Principal Class team are responsible for facilitating regular professional learning for staff and volunteers (where appropriate) to build deeper understandings of child safety, cultural safety, student wellbeing and prevention of, and responding to abuse
- The College Principal is responsible for informing the school community about this policy and making it publicly available.
- Other specific roles and responsibilities are named in Hume Central Secondary College's other child safety policies and procedures, including the Child Safety Code of Conduct, Child Safety Responding and Reporting Obligations (including Mandatory Reporting) Policy and Procedures, and risk assessment register.

As part of Hume Central secondary College's child safe culture, **all staff and volunteers** will:

- Participate in child safety and wellbeing induction and training provided by the school or the Department of Education and Training, and always follow the school's child safety and wellbeing policies and procedures
- Act in accordance with our Child Safety Code of Conduct
- Identify and raise concerns about child safety issues in accordance with our Child Safety Responding and Reporting Obligations Policy and Procedures, including following the [Four Critical Actions for Schools](#)
- Ensure students' views are taken seriously and their voices are heard about decisions that affect their lives
- Implement inclusive practices that respond to the diverse needs of students.

As part of Hume Central Secondary College's child safe culture, in performing the functions and powers given to them under the *Education and Training Reform Act 2006*, **school councils and 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.

Specific staff child safety responsibilities

The College Principal and members of the Principal Class team are the first points of contact for child safety concerns or queries and for coordinating responses to child safety incidents.

- The Campus Principals and Assistant Principals are responsible for monitoring the school's compliance with the Child Safety and Wellbeing Policy. Anyone in our school community should approach the Campus Principals and Assistant Principals if they have any concerns about the school's compliance with the Child Safety and Wellbeing Policy.
- The College Principal 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 Safety Code of Conduct, Child Safety Responding and Reporting Obligations (including Mandatory Reporting) Policy and Procedures, and Child Safety Risk Register.

Hume Central Secondary College has also established a Child Safety and Wellbeing Team and a Student Voice Team. The Child Safety and Wellbeing Team meets regularly to identify and respond to any ongoing matters related to child safety and wellbeing. The Student Voice Team provides an opportunity for students to provide input into school strategies.

Child Safety Code of Conduct

Our Child Safety Code of Conduct sets the boundaries and expectations for appropriate behaviours between adults and students. It also clarifies behaviours that are not acceptable in our physical and online environments.

We ensure that students also know what is acceptable and what is not acceptable so that they can be clear and confident about what to expect from adults in the school.

The Child Safety Code of Conduct also includes processes to report inappropriate behaviour.

Risk reduction and management

Hume Central Secondary College believes the wellbeing of children and young people is paramount, and is vigilant in ensuring proper risk management processes, found in the school's risk assessment register. The school recognises there are potential risks to children and young people and will take a risk management approach by undertaking preventative measures.

We will identify and mitigate the risks of child abuse in school environments by taking into account the nature of each school environment, the activities expected to be conducted in that environment and the characteristics and needs of all children expected to be present in that environment.

Hume Central Secondary College will ensure that it keeps, reviews and continually updates a risk assessment register, including the actions the school will take to reduce or remove the identified risks.

The Hume Central Secondary College risk register reflects the unique environment of the school and each campus and acknowledges the following risks are of key focus. Our Child Safety Risk Register is monitored regularly by Assistant Principals and the Wellbeing Team.

- Transition arrangements for students as they begin at the College and make the transition to a new campus in Year 10
- Students experiencing bullying and harassment
- Maintaining an organisational culture of child safety – including leadership, public commitment and frequent messaging
- Students learning with external providers (e.g. TAFE)
- International students including homestay and WWC check requirements.

Establishing a culturally safe environment

At Hume Central Secondary College, we are committed to establishing an inclusive and culturally safe school where the strengths of Aboriginal culture, values and practices are respected.

We think about how every student can have a positive experience in a safe environment. For Aboriginal students, we recognise the link between Aboriginal culture, identity and safety and actively create opportunities for Aboriginal students and the Aboriginal community to have a voice and presence in our school planning, policies, and activities.

At Hume Central Secondary College we promote cultural safety in our school community through these strategies:

- At staff meetings, we equip staff, students, volunteers and the school community to acknowledge and appreciate the strengths of Aboriginal culture and understand its importance to the wellbeing and safety of Aboriginal children and students
- We have adopted measures to ensure racism is identified, confronted and not tolerated
- Instances of racism within the school environment are addressed with immediate and appropriate consequences
- We actively support participation and inclusion in the school by Aboriginal children, students and their families through a range of events including a Koorie Club who meets regularly
- We ensure school policies, procedures, systems and processes together create a culturally safe and inclusive environment and meet the needs of Aboriginal children, students and their families.

Listening to, communicating with and empowering children

Hume Central Secondary College has developed a safe, inclusive and supportive environment that involves and communicates with children, young people and their parents/carers.

We encourage child and parent/carer involvement and engagement that informs safe school operations and builds the capability of children and parents/carers to understand their rights and their responsibilities.

Our school is committed to supporting and encouraging students to use their voice to raise and share their concerns with a trusted adult at any time of need.

Students can access information on how to report abuse on the schools Compass portal, from a member of the Wellbeing team, their Team Leader or Mentor, the International Student Coordinator or reception on each campus. Students are informed of their rights through Mentoring sessions and they are given 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. 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 via our website.

When the school is gathering information in relation to a complaint about alleged misconduct with or abuse of a child, the school will listen to the complainant's account and take them seriously, check understanding and keep the child (and/or their parents/carers, as appropriate) informed about progress.

Where appropriate, the College Principal will make reports to the DET Employee Conduct and Ethics branch.

The school will promote the Child Safe Standards in ways that are readily accessible, easy to understand, and user-friendly to children, including:

- All of our child safety policies and procedures will be available for the students and parents at via the College website and in hard copy from reception at each campus
- PROTECT Child Safety posters will be displayed across the school
- School newsletters will inform students and the school community about the school's commitment to child safety, and strategies or initiatives that the school is taking to ensure student safety

For students making the transition to Year 7 and between campuses, child safe information will be included in induction, orientation programs and allocated support staff for students with special needs and wellbeing referrals transferred

- Students undertaking learning with an external provider, given child safe information and resources.
- International Students
 - Child Safe Standards materials will be provided during orientation and pre-arrival, and on a regular basis while at the school
 - Provide and explain international students with the Easy English Protect Factsheet to identify reportable conduct and how to report it
 - Regular communication with students to obtain feedback on homestay environment
- The whole school is encouraged to contribute to risk assessment and mitigation, the Child Safe Standards are addressed and explained at assemblies or parent information sessions.

The school will use health and wellbeing programs to deliver appropriate education to students about:

- standards of behaviour for students attending the school
- healthy and respectful relationships (including sexuality)
- resilience; and
- child abuse awareness and prevention.

Through dedicated Respectful Relationships classes at Years 7-9 and through mentoring classes in Year 10-12 Hume Central Secondary College will deliver the respectful, rights and resilience program to ensure all students develop skills to communicate effectively, negotiate and resolve conflict and become confident, resilient and adaptable.

Family engagement

At Hume Central Secondary College, our families and the school community have an important role in monitoring and promoting children's safety and wellbeing and helping children to raise any concerns.

To support family engagement, we are committed to providing families and community with accessible information about our school's child safe policies and practices and involving them in our approach to child safety and wellbeing.

We will create opportunities for families to have input into the development and review of our child safety policies and practices and encourage them to raise any concerns and ideas for improvement.

We do this by:

- communicating information via Compass, school website, and by inviting parents to information and consultation sessions
- consulting with the school council, student, staff, and holding regular parent meetings etc.
- holding regular information and consultation sessions in community languages and facilitated by our Community Liaisons Officers
- publishing our child safety policies and procedures on our website for our community and on Compass for our staff
- informing families and the school community of our child policies and processes via Compass posts to the community
- displaying PROTECT Child Safety posters across the school.

Diversity and equity

Hume Central Secondary College is a child safe school, where the rich diversity of our students, families and community are celebrated and where respectful environments that are free from discrimination are promoted. Our focus is on wellbeing and growth for all.

We recognise that every child has unique skills, strengths and experiences to draw on.

We pay particular attention to individuals and groups of children and young people in our community with additional and specific needs. This includes tailoring our child safety strategies and supports to the needs of:

- Aboriginal children and young people
- 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 LGBTIQ+.

Our Student Wellbeing and Engagement Policy provides more information about the measures we have in place to support diversity and equity.

Recruitment

Hume Central Secondary College follows the Department of Education and Training's recruitment policies and guidelines, available on the Policy and Advisory Library (PAL) at:

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

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

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

All prospective volunteers are required to comply with our school's Volunteers Policy, including in relation to obtaining checks required under this policy. All prospective volunteers are required to abide by the volunteer requirements outlined in the volunteer policy.

Staff induction

At Hume Central Secondary College, all newly appointed staff participate in our child safety and wellbeing induction program. The program will include a focus on:

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

Ongoing supervision and management of staff

Training and education is important to ensure that everyone in the school understands that child safety is everyone's responsibility.

Our school culture aims for all staff and volunteers (in addition to parents/carers and children) to feel confident and comfortable in coming forward with any allegations or suspicions of child abuse or child safety concerns. We train our staff and volunteers to identify, assess, and minimise risks of child abuse and to detect potential signs of child abuse. This training occurs annually or more often as required.

We also support our staff and volunteers through ongoing supervision to develop their skills to protect children from abuse, to promote the cultural safety of Aboriginal and Torres Strait Islander children and children from linguistically and/or diverse backgrounds, and the safety of children with a disability and vulnerable children.

New employees and volunteers will be inducted into the school and supervised regularly to ensure they understand our school's commitment to child safety, and that their behaviour towards children is safe and appropriate. All employees of our school will be monitored and assessed via regular performance review to ensure their continuing suitability for child-connected work. Any inappropriate behaviour will be reported to the College Principal, Campus Principal or Assistant Principal and will be managed in accordance with Hume Central Secondary College's Child Safety Responding and Reporting Policy and Procedures where required.

At Hume Central Secondary College, on all campuses, the following strategies have been developed to support staff training, induction and supervision:

- WWCC or Victorian Institute of Teaching registration register review
- Recruitment practices to follow the DET recruitment in schools guide
- Homestay engagement guidelines and processes
- Strategies developed to embed culture of child safety
- Hume Central Secondary College Peer Coaching Partner Program
- Staff induction training to be held regularly to support all first year teachers to understand their obligations
- Code of conduct and behaviour expectations to be embedded through staff meetings/ leadership meetings throughout the year
- All staff to undertake the eLearning mandatory reporting module.

Child safety knowledge, skills and 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 a range of training and professional learning to equip them with the skills and knowledge necessary to maintain a child safe environment.

Staff child safety and wellbeing training will be delivered at least annually and will include guidance on:

- our school's child safety and wellbeing policies, procedures, codes, and practices
- completing the [Protecting Children – Mandatory Reporting and Other Legal Obligations](#) online module annually
- recognising indicators of child harm including harm caused by other children and students
- responding effectively to issues of child safety and wellbeing and supporting colleagues who disclose harm
- how to build culturally safe environments for children and students
- information sharing and recordkeeping obligations
- how to identify and mitigate child safety and wellbeing risks in the school environment.

Other professional learning and training on child safety and wellbeing, for example, training for our volunteers, will be tailored to specific roles and responsibilities and any identified or emerging needs or issues.

School council training and education

To ensure our school council is equipped with the knowledge required to make decisions in the best interests of student safety and wellbeing, and to identify and mitigate child safety and wellbeing risks in our school environment, the council is trained at least annually. Training includes guidance on:

- individual and collective obligations and responsibilities for implementing the Child Safe Standards and managing the risk of child abuse
- child safety and wellbeing risks in our school environment
- Hume Central Secondary College child safety and wellbeing policies, procedures, codes and practices.

Reporting a child safety concern or complaint

Hume Central Secondary College fosters a culture that encourages staff, volunteers, students, parents, and the school community to raise concerns and complaints. This makes it more difficult for breaches of the code of conduct, misconduct or abuse to occur and remain hidden.

The school has clear expectations for all staff and volunteers (including homestay providers) in making a report about a child or young person who may be in need of protection. All staff (including school council employees) must follow the school's Child Safety Responding and Reporting Obligations (including Mandatory Reporting) Policy and Procedures, including following the [Four Critical Actions for Schools](#) if there is an incident, disclosure or suspicion of child abuse.

Immediate actions should include reporting their concerns to DHHS Child Protection, Victoria Police and/or another appropriate agency and notifying the principal or a member of the school leadership team of their concerns and the reasons for those concerns.

Hume Central Secondary College will never prohibit or discourage school staff from reporting an allegation of child abuse. The school will always take action to respond to a complaint in accordance with the school's Child Safety Responding and Reporting Obligations (including Mandatory Reporting) Policy and Procedures. In accordance with Action 4 of the Four Critical Actions for Schools, Hume Central Secondary College will provide ongoing support for students affected by child abuse.

The Child Safety Responding and Reporting Obligations (including Mandatory Reporting) Policy and Procedures can be found on the school's website.

Our policies and procedures address complaints and concerns of child abuse made by or in relation to a child or student, school staff, volunteers, contractors, service providers, visitors or any other person while connected to the school. As soon as any immediate health and safety concerns are addressed, and relevant school staff have been informed, we will ensure our school follows:

- the [Four Critical Actions](#) for complaints and concerns relating to adult behaviour towards a child
- the [Four Critical Actions: Student Sexual Offending](#) for complaints and concerns relating to student sexual offending

Our Student Wellbeing and Engagement Policy and Bullying Prevention Policy cover complaints and concerns relating to student physical violence or other harmful behaviours.

Communications

Hume Central Secondary College is committed to communicating our child safety strategies to the school community through:

- Ensuring that the Child Safety Policy (this document), Code of Conduct, and the Child Safety Responding and Reporting Obligations (including Mandatory Reporting) Policy and Procedure are available on the school website and via the Compass Portal
- Ensuring that child safety is a regular agenda item at school leadership meetings and staff meetings for discussion
- Ensuring that child safety is a regular agenda item at school council meetings and staff meetings for discussion
- Displaying PROTECT around the school
- Providing updates via Compass posts
- Homestay providers will be provided with all Child Safe policies and expectations and procedures for reporting any abuse are discussed with homestay hosts as part of the induction process
- External providers communication includes:
 - All contracts with external providers to follow Department guidelines.
 - The Hume Central Secondary College Child Safe Policy to be included in information shared with employers for work experience and Structured Workplace Learning

Confidentiality and privacy

This school collects, uses and discloses information about particular children and their families in accordance with Victorian privacy law and other relevant laws. The principles regulating the collection, use and storage of information is included in the Department of Education and Training's Schools' Privacy Policy available at the following link: <https://www.education.vic.gov.au/Pages/schoolsprivacypolicy.aspx> ([Schools' Privacy Policy](#).)

Records management

We acknowledge that good records management practices are a critical element of child safety and wellbeing and manage our records in accordance with the Department of Education and Training's policy:

[Records Management – School Records](#)

Related policies and documents

Related policies and documents include:

- Code of Conduct
- Child Safety Responding and Reporting Obligations Policy and Procedures
- Risk assessment register
- [Identifying and Responding to All Forms of Abuse in Victorian Schools](#)
- [Four Critical Actions for Schools](#)
- [Recording your actions: Responding to suspected child abuse – A template for Victorian schools](#)
- [Identifying and Responding to Student Sexual Offending](#)
- [Four Critical Actions for Schools: Responding to Student Sexual Offending](#)
- [Policy and Advisory Library – Duty of Care](#)
- [Policy and Advisory Library – Child Protection Reporting Obligations](#)
- [Schools' Privacy Policy](#).

Related Department of Education and Training policies

- [Bullying Prevention and Response Policy](#)
- [Child and Family Violence Information Sharing Schemes](#)
- [Complaints Policy](#)
- [Contractor OHS Management Policy](#)
- [Digital Learning in Schools Policy](#)
- [Family Violence Support](#)
- [Protecting Children: Reporting Obligations Policy](#)
- [Policy and Guidelines for Recruitment in Schools](#)
- [Reportable Conduct Policy](#)
- [Student Wellbeing and Engagement Policy](#)
- [Supervision of Students Policy](#)
- [Visitors in Schools Policy](#)
- [Volunteers in Schools Policy](#)
- [Working with Children and other Suitability Checks for School Volunteers and Visitors](#)

Policy evaluation and review

To ensure ongoing relevance and continuous improvement, this policy will be reviewed every 3 years. The review will include input from students, parents/carers and the school community.

REVIEW

This policy will be reviewed as required or due to changes in regulations or circumstances.

Created date	February 2025
Consultation	College Council
Endorsed by	Principal
Endorsed on	20th February 2025
Next review date	February 2027