

7.1 Embedding a Culture of Child Safety

Rationale:

An organisational culture of child safety is critical to reducing the risk of child abuse in schools. Organisational Culture is defined as a set of values, expectations and standards that influence the behaviour of members of the organisation. The organisational culture defines what constitutes acceptable and unacceptable behaviour within the organisation.

To successfully embed a culture of child safety a commitment to zero tolerance of child abuse must be led by the school council.

Aim:

The school aims to share the commitment of a culture of child safety to all members of the school community including staff (school employees, contractors and volunteers), parents and families, visitors and children.

Implementation:

- Within the School Strategic Plan (environmental context) there will be a statement of philosophy that addresses child safety and child abuse.
- The School Council will approve and review all policies and procedures in relation to the organisational culture of child safety.
- A Child Safety Policy is communicated to the community and regularly reviewed.
- Our Staff and Volunteer Child Safe Code of Conduct addresses what is acceptable and unacceptable behaviour with respect to child safety and abuse.
- Oakleigh Primary School Human Resource and Recruitment Practices provide clear guidelines and procedures for managing recruitment, training and supervision of all personal.
- Oakleigh Primary School values and takes into account the diversity of the children attending the school including: students with a disability, Aboriginal and Torres Strait Islander children and those from culturally and linguistically diverse backgrounds.
- All members of Oakleigh Primary School have a shared responsibility to develop an open and aware culture of child safety.
- Students will be encouraged to openly discuss any concerns related to child safety.
- All school staff (including contractors and volunteers) will be trained in the school's child safety strategies.
- Oakleigh Primary School will publish and display our expectations with respect to child safety (website, school building)
- Roles and responsibilities will be allocated to ensure a culture of child safety and the implementation of strategies.
- The school community will be kept informed about child safety strategies (through school council, TIQbiz, our website, staff meetings etc.)
- School Council will regularly review the effectiveness of our strategies and procedures, and where appropriate, revise those strategies.

Approved By	School Council
Date Ratified	August 2016
Responsible for Review	Assistant Principal

