



# CHILD SAFETY FRAMEWORK

July 2022



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# FRAMEWORK

## Child Safety

July 2022

### 1. Vision

The vision for Catholic Education Sandhurst Limited (CES Ltd) is to provide, in partnership with our families, stimulating, enriching, liberating and nurturing learning environments in each of the Catholic school communities within the Diocese. At the heart of this vision is our commitment to the ongoing duty of care that we have for the safety, wellbeing and inclusion of all children and young people.

We believe:

- that the values of the Gospel are central to who we are, what we do, and how we act
- that we have a vital role in the mission of the Catholic Church to imagine and seek new horizons while respecting our Tradition
- that a strong sense of community is dependent on the quality of our collegial relationship
- that each person's potential is fostered through the dedicated ministry of Catholic Education
- in leadership encompassing vision, innovation and empowerment.

### 2. Introduction

Sandhurst Catholic schools offer a broad, comprehensive curriculum imbued with an authentic Catholic understanding of Christ and his teaching, as well as a lived appreciation of membership of the Catholic Church.

CES Ltd is committed to the safety of all children and has 'no tolerance' for child abuse. CES Ltd recognises the importance of embedding a child-safe culture across its schools and is committed to complying with the requirements of Ministerial Order 1359 *Implementing the Child Safe Standards – Managing the Risk of Child Abuse in Schools and School Boarding Premises* (The Order). The CES Ltd Board is committed to strong leadership and robust governance oversight of each Sandhurst school.

### 3. Definitions

<b>Child</b>	Has the same meaning as in the <b><i>Child Wellbeing and Safety Act 2005</i></b> . means (other than in Part 6A) a child or young person who is under the age of 18 years;
<b>Child abuse</b>	Has the same meaning as in the <b><i>Child Wellbeing and Safety Act 2005</i></b> . <b><i>includes -</i></b> <i>a) any act committed against a child involving—</i> <i>i) a sexual offence; or</i> <i>ii) an offence under section 49M(1) of the Crimes Act 1958; and</i> <i>b) the infliction, on a child, of</i> <i>i) physical violence; or</i> <i>ii) serious emotional or psychological harm; and (c) the serious neglect of a child;</i>
<b>Child-connected work</b>	Work authorised by the school governing authority and performed by an adult in a school environment while children are present or reasonably expected to be present.
<b>Child-related work</b>	Has the same meaning as in the <b><i>Workers Screening Act 2020</i></b> .
<b>Child safety</b>	Includes 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 suspicions, incidents, disclosures or allegations of child abuse
<b>School environment</b>	Any physical, online or virtual places, used during or outside school hours: <i>a) A campus of the school;</i> <i>b) Online or virtual school environments made available or authorised by CES Ltd for use by a child or student (including email, intranet systems, software applications, collaboration tools, and online services); and</i> <i>c) Other locations provided by the school or through a third-party provider for a child or student to use including, but not limited to, locations used for:</i> <i>i) camps;</i> <i>ii) approved homestay accommodation;</i> <i>iii) delivery of education and training such as registered</i>

	<p><i>training organisations, TAFEs, non-school senior secondary providers or another school; or</i></p> <p>iv) <i>sporting events, excursions, competitions or other events.</i></p>
<b>School staff</b>	<p>An individual working in a school environment who is:</p> <p>a) directly engaged or employed by CES Ltd;</p> <p>b) a contracted service provider (whether or not a body corporate or any other person is an intermediary) engaged by CES Ltd to perform child-related work; or</p> <p>c) a minister of religion, a religious leader or an employee or officer of a religious body associated with the school.</p>
<b>Student</b>	<p>A person who is enrolled at or attends the school.</p>
<b>Volunteer</b>	<p>A person who performs work without remuneration or reward for the school in the school environment.</p>

## 4. Purpose

The CES Ltd Child Safety Framework defines our approach to protecting the children and young people in our care. All Sandhurst Catholic schools must ensure child safety policies and procedures implemented at the school level are consistent with the CES Ltd Child Safety Framework.

## 5. Scope

This Framework and incorporated policies and documents apply to CES Ltd and its schools and are applicable to:

- the Board of CES Ltd
- all CES Ltd office staff
- all CES Ltd school staff
- volunteers
- students
- others, including visitors.

## 6. Policy Statement

The CES Ltd Board is responsible for ensuring that all schools comply with the requirements of The Order by:

- a) establishing culturally safe environments in which the diverse and unique identities and experiences of Aboriginal children, young people and students are respected and valued
- b) ensuring that child safety and wellbeing is embedded in school leadership, governance and culture
- c) ensuring that children, young people and students are empowered about their rights, participate in decisions affecting them and are taken seriously
- d) ensuring that families and communities are informed, and involved in promoting child safety and wellbeing
- e) ensuring that equity is upheld, and diverse needs respected in policy and practice
- f) ensuring that people working with children and young people are suitable and supported to reflect child safety and wellbeing values in practice
- g) ensuring that processes for complaints and concerns are child focused
- h) ensuring that staff and volunteers are equipped with the knowledge, skills and awareness to keep children and young people safe through ongoing education and training
- i) ensuring that physical and online environments promote safety and wellbeing while minimising the opportunity for children, young people and students to be harmed
- j) ensuring that implementation of the Child Safe Standards is regularly reviewed and improved
- k) ensuring policies and procedures document how schools are safe for children, young people and students.

## 7. Roles

### 7.1 Role of CES Ltd Board

The CES Ltd Board will:

- ensure the Framework is consistent with Ministerial Order 1359 to create and maintain a strong child safe culture across all Sandhurst Catholic schools
- receive reports from the Chief Executive Officer (or delegate) in relation to implementation of the Framework.

## 7.2 Role of Chief Executive Officer

The Chief Executive Officer will:

- ensure the development of an implementation plan for Ministerial Order 1359 to ensure ongoing compliance across all schools and work locations
- ensure the Implementation Plan for Ministerial Order 1359 is enacted across all schools and work locations
- provide resources to all schools and work locations to enact the Implementation Plan for Ministerial Order 1359.
- ensure complaints, concerns and safety incidents are analysed to identify causes and systemic failures and inform continuous improvement
- report on the outcomes of relevant reviews to CES Ltd office staff, school staff, volunteers, the school community, families and students.

## 7.3 The School Principal

The School Principal will:

- ensure that the school meets the compliance requirements of Ministerial Order 1359.
- develop procedures and guidelines in compliance with this Framework and related policies.
- ensure procedures or guidelines developed by the school to enact the Framework are approved by the Principal and reflect the setting of the individual school.

# 8. Legislative Requirements

This Framework and the incorporated policies, codes of conduct and procedures reflect the mandatory requirements imposed on CES Ltd and its schools under the:

- *Education Training Reform Act 2006* (Vic.)
- *Education and Training Reform Regulations 2017* (Vic.)
- *Privacy Act 1988* (Cth)
- *Public Records Act 1973* (Vic.)
- *Children, Youth and Families Act 2005* (Vic.)
- *Equal Opportunities Act 2010* (Vic.)
- *Crimes Act 1958* (Vic.)
- *Child Wellbeing and Safety Act 2005* (Vic.)
- *Worker Screening Act 2020* (Vic.)

## 9. Child Safety Framework Resource Documents

- FORM 1: CES Ltd Commitment Statement to Child Safety
- FORM 2: CES Ltd CHILD SAFETY POLICY - Child Safety and Wellbeing
- FORM 3: CES Ltd CHILD SAFETY - Code of Conduct
- FORM 4: CES Ltd CHILD SAFETY POLICY - Engaging Families in Child Safety
- FORM 5: CES Ltd CHILD SAFETY POLICY - Mandatory Reporting
- FORM 6: CES Ltd CHILD SAFETY POLICY - PROTECT Responding and Reporting Obligations
- FORM 7: CES Ltd CHILD SAFETY PROCEDURES - PROTECT Responding and Reporting Obligations
- FORM 8: CES Ltd CHILD SAFETY POLICY - Reportable Conduct Scheme
- FORM 9: CES Ltd CHILD SAFETY - Risk Management
- FORM 10: CES Ltd CHILD SAFETY - Risk Register

Responsible Officer	Chief Student Pastoral Wellbeing Officer
Approving Body	CES Ltd Board
Approval Date	May 2022
Risk Rating	High
Date of Next Review	May 2023