

# Child Safety Framework



THE KING'S COLLEGE  
Be exceptional.



## Compliance and Review

The King's College is committed to the continuous improvement of its Child Protection Programme and adhering to the WA child protection laws, regulation and standards.

The King's College  
Child Safety Framework

Reviewed by: The Principal  
Endorsed by: The School Board

Updated: October 2019  
Next review: October 2020





## Child Safety Framework

The Child-safe Organisation Framework, as identified for Department of Education Renewal of Registration (Non-Government School Regulation) that has guided the development of policies and procedures at The King's College is the National Principles for Child Safe Organisations (Australian Human Rights Commission).

The King's College is a child safe organisation and seeks to always uphold the National Principles for Child Safe Organisations in order to create a culture, adopt strategies and take action to promote child wellbeing and prevent harm to children and young people.

This prioritising of child safety underpins all aspects of school life, as established in the College Child Protection Policy, which is a statement of commitment to the protection of children from abuse and grooming. The Policy provides for the implementation of robust procedures to deter such behaviours and to facilitate detection and reporting in a manner that is consistent with the College's position of zero tolerance to child abuse and grooming.

Whilst the Child Protection Policy primarily posits the College's theoretical dedication to safeguarding children and young people, this Child Safety Framework demonstrates how the College practically undertakes procedures in order to seek to achieve the promotion of wellbeing and prevention of harm to children and young people.

This Child Safety Framework lists the Principles from the National Principles for Child Safe Organisations and outlines how The King's College seeks to ensure that each Principle is addressed and met through school operations, including programs and processes occurring at the College.

This Child Safety Framework should be read in conjunction with the College Child Protection Policy, as well as the Staff Code of Conduct and the Staff Handbook. Collectively, these documents constitute the College's policies, procedures, practices and strategies for the prevention of grooming and child abuse as informed by an authoritative and context-appropriate child-safe organisation framework.

<b>National Principle for Child Safe Organisations</b>	<b>Related Child Safety Operations at The King's College</b>
1. Child safety and wellbeing is embedded in organisational leadership, governance and culture.	<ul style="list-style-type: none"><li>• The College organisational structure reinforces the value of children and young people as one of the two key branches to the school from Kindergarten to Year 12, is pastoral care, which is focused on student wellbeing. The Dean of Students and the Student Services team manage this fundamental area.</li><li>• The College Principal models attitudes and behaviours that value children and young people, such as through leading daily staff devotions which include regular prayer for the students in our care.</li><li>• The King's Arrow is a physical model representative of the College's philosophy that includes the key values of safety, service and culture, and is shown to and discussed with prospective and current families, staff and students, as well as its image being included on internal and outgoing College documentation such as policies.</li></ul>

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	<ul style="list-style-type: none"> <li>• The College Affirmation educates the students on their right to feel safe as it includes the definitive statement “I have a right to feel safe”. The application of the Affirmation empowers them to believe this as it is actively recited by students at assemblies and reinforced in form and lessons, as well as communicated in the Staff Handbook, Family Handbook and Student Diary.</li> <li>• The College website includes a clear message on child safety which is displayed on the home page stating: The King’s College is a child safe organisation and seeks to always uphold the National Principles for Child Safe Organisations (Australian Human Rights Commission) in order to create a culture, adopt strategies and take action to promote child wellbeing and prevent harm to children and young people.</li> <li>• The College has child safety documents that are current due to annual review and update, and publicly available on the College website including: Staff Code of Conduct, Parent Code of Conduct, Student Code of Conduct, Child Protection Policy, Child Safety Framework, Visitor and Volunteer Policy, Privacy Policy and Risk Management Policy.</li> <li>• The College’s commitment to child safety and wellbeing is evident in College policies and procedures, which include clearly stated expected standards of behaviour where there is any interaction with children and consequences if these behavioural expectations are not met.</li> <li>• The College’s commitment to child safety and wellbeing is evident in staff Employment Contracts and Duty Statements, as well as in performance development, performance appraisal and performance management documents.</li> <li>• The College Board of governance plays an active role in ensuring the College meets child safety legislative requirements, as the Child Protection Policy (including mandatory reporting of child sexual abuse), Child Safety Framework and Staff Code of Conduct, along with other school policies, is routinely reviewed and approved by the College Board.</li> <li>• The College Board of governance is kept informed and educated with regard to child safety due to their inclusion in College annual professional learning during the January Staff Days which aims to ensure recency of understanding of College policies and procedures and evidence-based practice relating to child safety, as well as training in Child Protection (including mandatory reporting).</li> </ul>
2. Children and young people are informed about their rights, participate in decisions affecting them	<ul style="list-style-type: none"> <li>• The College Affirmation, which is recited by students at assemblies and reinforced in form and lessons, as well as communicated in the Staff Handbook, Family Handbook and Student Diary, includes the definitive statement “I have a right to feel safe”.</li> <li>• The Student Diary, which contains information relating to child safety such as the behaviour management system, is</li> </ul>

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<p>and are taken seriously.</p>	<p>provided to students at the beginning of the year and is reviewed with students by teachers throughout the year.</p> <ul style="list-style-type: none"> <li>• The Student Code of Conduct, which is available on the College website, and included in student induction procedures, contains information regarding child safety in the College. It sets out minimum standards of conduct, prohibits bullying, harassment and other forms of peer-to-peer abuse and requires respect for the privacy and human dignity of other students.</li> <li>• The College Behaviour Management Policy is based on the premise that children need to feel safe in order to achieve, and is named in accordance with this. The behaviour management system is called the I'm Really Safe (IRS) system, where the letters I, R and S stand for the different levels of consequences that will be enacted for any behaviours that impinge upon students' rights to feel safe and to learn free from distraction.</li> <li>• The College IRS behavior management system is overseen by one Dean of Students and Heads of Students in primary and secondary, and clearly articulated to all staff via the Staff Handbook and Student Diary, to assist with ensuring that the system is applied to students as fairly and consistently as possible.</li> <li>• The College delivers to all students a developmentally appropriate protective behaviours curriculum, developed by experts in child abuse prevention, and covering what the boundaries are between appropriate and inappropriate interactions and when, how and whom to tell when a boundary is crossed. The Protective Behaviours curriculum for child safety (Keeping Safe Child Protection Curriculum, Department for Education, Government of South Australia) is planned for by the development of age-appropriate programs and implemented from Kindergarten to Year 12.</li> <li>• The College Protective Behaviours curriculum for child safety (Keeping Safe Child Protection Curriculum, Department for Education, Government of South Australia) is supported with useful resources <a href="https://kscpc.kineoportel.com.au/content/docs/">https://kscpc.kineoportel.com.au/content/docs/</a></li> <li>• The College Student Leadership Team, which is elected by students as well as staff and includes representative students from Years 3-6 in primary school and Years 7-12 in secondary school, is involved in appropriate school decision-making and serves as a voice for the student community.</li> <li>• The College implements student induction procedures which are friendly and welcoming for children and young people as they include individual-care elements in addition to the provision of needed information, such as the allocation of peer buddies and scheduled follow-up phone calls home.</li> <li>• The College Peer Mentoring Program contributes to the friendly and welcoming school environment by providing care and support for the younger students as well as developing leadership skills for the older students.</li> <li>• The College runs regular Wellbeing Seminars, which include coverage of topics related to child safety and incorporate</li> </ul>
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	<p>student debrief and discussion to ensure understanding and encourage sharing of views.</p> <ul style="list-style-type: none"> <li>Information regarding child safety and prevention of harm, and procedures for disclosing and/or responding to alleged or suspected incidents of child abuse and harm, are simple, clear and easily accessible to children, including large and colourful posters in classrooms that are positioned lower, as needed, at the eye-level of younger/smaller children.</li> </ul>
<p>3. Families and communities are informed and involved in promoting child safety and wellbeing.</p>	<ul style="list-style-type: none"> <li>The College's Prospectus Pack provided to prospective parents contains documentation that includes a statement affirming the College's commitment to child safety and wellbeing.</li> <li>The College's Enrolment Application Form completed by incoming families includes the clause that parents/carers are expected to support and uphold the College's child safety policies and procedures, and that signing indicates agreement with this.</li> <li>The King's Arrow is a physical model representative of the College's philosophy that includes the key values of safety, service and culture, and is shown to and discussed with prospective and current families, staff and students, as well as its image being included on internal and outgoing College documentation such as policies.</li> <li>The College website includes a clear message which is displayed on the home page stating: The King's College is a child safe organisation and seeks to always uphold the National Principles for Child Safe Organisations (Australian Human Rights Commission) in order to create a culture, adopt strategies and take action to promote child wellbeing and prevent harm to children and young people.</li> <li>College policies and procedures, including those relating to child safety, are clearly written and easily accessible on the College website. Documents provided to parents/guardians and community members on the website include: Child Protection Policy; Child Safety Framework; Staff Code of Conduct; Student Code of Conduct; Parent Code of Conduct; Visitor and Volunteer Policy; Privacy Policy; Records Policy; Risk Management Policy; and Complaints Policy.</li> <li>The Family Handbook and Student Diary, which are reviewed and distributed annually, contain information regarding child safety in the College.</li> <li>The Parent Code of Conduct, which is provided to parents/guardians on the College website, contains information regarding child safety in the College. It includes when, how and whom to tell when they have concerns about grooming, child abuse or other behaviour which is not permitted by the Staff Code of Conduct and/or the Student Code of Conduct.</li> <li>Information is provided to parents/guardians regarding the College Protective Behaviours curriculum for child safety, which is planned for and implemented from Kindergarten to</li> </ul>

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	<p>Year 12. It is annually communicated to parents/carers by a letter (email attachment) and is also available on the College website.</p> <ul style="list-style-type: none"> <li>Information regarding child safety and prevention of harm, and procedures for responding to alleged or suspected incidents of child abuse and harm, are simple, clear and easily accessible to parents/carers, including procedural flow charts available on the College website.</li> <li>College events relevant to child wellbeing are organised annually and communicated to families, including, for example, participation in R U OK? Day.</li> </ul>
4. Equity is upheld and diverse needs respected in policy and practice.	<ul style="list-style-type: none"> <li>The College Inclusive Education Department, led by the Head of Inclusive Education, seeks to ensure that all students, regardless of their different backgrounds (cultural and/or linguistic) and diverse needs (physical disability, learning difficulties and/or special needs), receive high-quality instruction, interventions and support that enable them to succeed.</li> <li>The College Inclusive Education Department in liaison with Student Services identify and monitor vulnerable children both in terms of access to the curriculum and issues relating to pastoral care, in a bid to ensure the inclusion and wellbeing of all students.</li> <li>The College Child Protection Policy includes consideration of the promotion of equity and respect for diversity as part of addressing the safety and wellbeing of all of the children and young people at the school.</li> <li>The College Equal Opportunities Policy is included in the routine policy review and approval process undertaken by the College Board at monthly meetings and the staff policy review and learning process regularly integrated into staff meetings. This includes reflection on how discrimination and exclusion, whether intentional or unintentional, may mitigate against a safe and inclusive culture and the development of proactive strategies to address this.</li> <li>College staff are encouraged to develop their required training by attending professional learning that further supports them to recognise and respond effectively to children and young people with diverse needs.</li> <li>College material aimed at informing children and young people of the support and complaints processes available to them are child-friendly and promote inclusion through the use of accessible language and age-appropriate formats. These documents include posters communicating the rights of children and young people, what to do when they feel unsafe and what to do when they want to complain.</li> </ul>
5. People working with children and young people are	<ul style="list-style-type: none"> <li>The College Recruitment Policy and Risk Management Policy are included in the routine policy review and approval process undertaken by the College Board at monthly</li> </ul>

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<p>suitable and supported to reflect child safety and wellbeing values in practice.</p>	<p>meetings and the staff policy review and learning process regularly integrated into staff meetings.</p> <ul style="list-style-type: none"> <li>• The College Recruitment Policy contains rigorous processes to ensure that appointed staff meet child safe standards, including emphasising its commitment to child safety during each stage of the recruitment process (position preparation, advertising, application processing/screening, interviewing and appointing).</li> <li>• The College's commitment to child safety and wellbeing is evident in staff Employment Contracts and Duty Statements.</li> <li>• The Human Resources Department maintains records of staff qualifications and conducts annual checks of staff currency for the Working with Children Check, National Police Clearance and registration with the Teacher Registration Board of Western Australia (for teachers).</li> <li>• Staff undergo a comprehensive induction involving College policies and procedures, including those relating to child safety (prevention, detection and reporting of grooming and sexual abuse, and mandatory reporting obligations), complaints handling, occupational health and safety, privacy and record keeping. Staff are provided with the Staff Handbook and the Staff Code of Conduct (which they sign off as having read and understood, and which they agree to), and are informed of the expectation that they report any breaches of the Code to the Principal.</li> <li>• Information regarding child safety and prevention of harm, and procedures for responding to alleged or suspected incidents of child abuse and harm, are simple, clear and easily accessible to any volunteers at the College, including the requirement to sign in to the online visitor management platform, available as a phone app, before or upon arrival which includes child safety elements that must be agreed to.</li> <li>• Various policies, which are available on the College website and/or the College intranet (SEQTA Teach), contain rigorous processes to ensure that current staff meet child safe standards, including the Child Protection Policy and Professional Learning Policy.</li> <li>• The Staff Code of Conduct, which is available on the College website, on the College intranet (SEQTA Teach), and is included in staff induction procedures, contains information regarding child safety in the College, including appropriate and inappropriate interactions between adults and students, and how and when to report breaches and activities not permitted by the Code.</li> <li>• College performance review processes involve child safety elements, including performance development, performance appraisal and performance management.</li> <li>• Staff annual performance development is based around completion by all staff of a Performance Development Plan (PDP), which includes a requirement that staff meet with their line manager to confirm compliance with various listed expectations such as reading of the Child Protection Policy, Child Safety Framework, Staff Handbook and Staff Code of Conduct, as well as signing off on having attended</li> </ul>
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	<p>professional learning during the year on the protective behaviours curriculum and the prevention, identification and reporting of child abuse (including mandatory reporting).</p> <ul style="list-style-type: none"> <li>• Risk management relating to child safety and protection occurs during the application/approval process for all school events and off-site activities, including the identification of potential risks and planning of strategies for minimisation and management.</li> <li>• College staff utilise the SEQTA Teach pastoral care area to easily record interactions with students, as well as incidents and concerns. The system also allows the easy recall of all records relating to individual students, the monitoring of certain aspects relating to students' wellbeing, and the restriction of staff access to confidential information as needed.</li> </ul>
6. Processes for complaints and concerns are child focused.	<ul style="list-style-type: none"> <li>• The College Complaints Policy prioritises the safety and wellbeing of children and young people and recognises the role of families and communities in understanding and using the policy. It also demonstrates regard for fairness to all parties to a complaint or investigation including support and information as appropriate, as well as the provision of timely feedback.</li> <li>• The College Complaints Policy is included in the routine policy review and approval process undertaken by the College Board at monthly meetings and the staff policy review and learning process regularly integrated into staff meetings.</li> <li>• The College complaints process is easily accessible and easy-to-use as the College website has a large complaints icon at the top of the home page that leads to: a PDF Complaint Form; an on-line Complaint Form submission facility; and a link to a feedback/complaints-specific school email address.</li> <li>• The College accepts anonymous complaints, and considers and acts on them as appropriate.</li> <li>• A College Complaints Register is managed by the Enrolments Officer who is required to record and store information relating to all complaints and concerns (including breaches of the Staff Code of Conduct).</li> <li>• The College Complaints Register is annually analysed by the Principal in relation to processes, timeframes and record-keeping practices in order to identify and mitigate any identified systemic issues, including those impacting on child safe practices.</li> <li>• College leadership involved in managing a complaint work together to ensure fair and timely handling, resolution and feedback, including reporting back to any children and young people involved as well as families, staff and other individuals who make complaints or raise concerns.</li> <li>• The College utilises resources from the Child Safe Organisations WA Program (Commissioner for Children and</li> </ul>



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	<p>Young People WA) specific to children and young people making a complaint:  <a href="https://www.ccp.wa.gov.au/info-for-children-and-young-people/tips-for-children-and-young-people-on-how-to-make-a-complaint/">https://www.ccp.wa.gov.au/info-for-children-and-young-people/tips-for-children-and-young-people-on-how-to-make-a-complaint/</a></p> <ul style="list-style-type: none"> <li>• College material aimed at informing children and young people of the complaints processes available to them are child-friendly and promote inclusion through the use of accessible language and age-appropriate formats. These documents include posters directed at students communicating what to do when they want to complain.</li> <li>• Information regarding child safety and prevention of harm, and procedures for disclosing and/or responding to alleged or suspected incidents of child abuse and harm, are simple, clear and easily accessible to children, including large and colourful posters in classrooms that are positioned lower, as needed, at the eye-level of younger/smaller children.</li> <li>• Staff are required to detect and report breaches of the Staff Code of Conduct and concerns regarding grooming and child abuse and, for child sexual abuse, staff must understand and comply with their mandatory reporting obligations.</li> <li>• Staff are encouraged to be watchful of the safety of each individual child and reminded to report breaches of the Staff Code of Conduct and concerns regarding grooming and child abuse and, for child sexual abuse, make a mandatory report, through these requirements being included in the Child Protection Policy, Staff Code of Conduct and Staff Handbook (which also has the Staff Code of Conduct as an appendix), as well as by a statement included on every whole-staff meeting agenda disseminated fortnightly (that all staff MUST report to the Principal or the Chair of the College Board any objectively observable behaviour which breaches or is suspected of breaching the Code). At this point the Principal must notify the College Board, the Department of Communities Child Protection and Family Support (DCCPFS) and, if a critical incident (involving child sexual abuse), the Director General of the Department of Education as well.</li> </ul>
<p>7. Staff and volunteers are equipped with the knowledge, skills and awareness to keep children and young people safe through ongoing education and training.</p>	<ul style="list-style-type: none"> <li>• The College organises mandatory annual face-to-face professional learning (three hour session) on school grounds by the Association of Independent Schools of Western Australia (AISWA) for all staff on Child Protection (child abuse prevention, recognition of grooming and mandatory reporting).</li> <li>• <i>From 2020: The College organises mandatory annual face-to-face professional learning (three hour session) on school grounds by the Association of Independent Schools of Western Australia (AISWA) for all staff (and Board members, practicum students and volunteers) on Child Protection (child abuse prevention, recognition of grooming and mandatory reporting).</i></li> </ul>

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	<ul style="list-style-type: none"> <li>• The College ensures mandatory professional learning (full-day session) by all teachers of the Protective Behaviours curriculum, delivered by the Association of Independent Schools of Western Australia (AISWA) on the Protective Behaviours curriculum (Keeping Safe).</li> <li>• The College organises time for recommended annual online refresher professional learning on school grounds for all teachers of the Protective Behaviours curriculum, given they have previously completed the mandatory professional learning (full-day session) by the Association of Independent Schools of Western Australia (AISWA) on the Protective Behaviours curriculum (Keeping Safe).</li> <li>• <i>From 2020: The College provides all staff (and Board members, practicum students and volunteers) with mandatory annual in-house professional learning during the January Staff Days which aims to ensure recency of understanding of College Child Safety policies, procedures and evidence-based practice, as well as safe physical and online environments.</i></li> <li>• <i>From 2020: The College provides all staff (including newly appointed staff) with mandatory annual in-house professional learning during the January Staff Days on the Staff Code of Conduct.</i></li> <li>• Staff attendance at above-mentioned training is monitored and staff failing to attend are followed-up and booked in to attend alternative suitable internal or external training as soon as is practically possible.</li> <li>• The College only allows teachers trained in Protective Behaviours to teach the Protective Behaviours curriculum, and this is applicable to teachers from Kindergarten to Year 12.</li> <li>• Ongoing education of employees includes regular review of policies and procedures at staff meetings.</li> <li>• The regular review of policies and procedures at staff meetings will annually include those relating to child protection wherein emphasis will be given to the College's provision of a safe and supportive environment for staff who report breaches to the Staff Code of Conduct or concerns of child abuse or neglect to the Principal.</li> <li>• The College Privacy Policy and Records Policy are included in the routine policy review and approval process undertaken by the College Board at monthly meetings and the staff policy review and learning process regularly integrated into staff meetings. This will annually include consideration given to child privacy issues with emphasis placed on the rights of children and young people in relation to records being created about children and young people and their use.</li> <li>• Record keeping will be consistent with the ASA NG Schools' Schedule to ensure attention is given to appropriate and secure record keeping in the College. <a href="https://www.schoolgovernance.net.au/news/2018/05/10/new-asa-data-retention-schedule-for-schools-acknowledgement-of-royal-commission-recommendations">https://www.schoolgovernance.net.au/news/2018/05/10/new-asa-data-retention-schedule-for-schools-acknowledgement-of-royal-commission-recommendations</a></li> <li>• Information regarding child safety and prevention of harm,</li> </ul>
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	<p>and procedures for responding to alleged or suspected incidents of child abuse and harm, are simple, clear and easily accessible to staff, including: information sheets displayed in the staff room; procedural flow charts available on the College website; and procedural flow charts available on the College intranet (SEQTA Teach).</p> <ul style="list-style-type: none"> <li>• Child safety awareness is promoted and openly discussed within the College community, including a child safety statement being included on internal communications such as on each whole-staff meeting agenda disseminated fortnightly.</li> </ul>
<p>8. Physical and online environments promote safety and wellbeing while minimising the opportunity for children and young people to be harmed.</p>	<ul style="list-style-type: none"> <li>• Various policies, which are available on the College website and/or the College intranet (SEQTA Teach), contain rigorous processes to ensure that the College physical and online environments meet child safe standards, including the: Child Protection Policy; Child Safety Framework; Occupational Health and Safety Policy; Risk Management Policy; Duty of Care Policy; Playground Policy; Behaviour Management Policy; and Student Cyber Safety Code of Conduct.</li> <li>• The College Occupational Health and Safety Policy and Student Cyber Safety Code of Conduct are included in the routine policy review and approval process undertaken by the College Board at monthly meetings and the staff policy review and learning process regularly integrated into staff meetings.</li> <li>• The Occupational Health and Safety Policy includes the requirement that an annual audit of physical spaces in the College occurs to ensure safety for all students. For example, this includes checking that any potentially harmful chemicals are stored suitably and not accessible to students.</li> <li>• College equipment, including electrical items, playground items etc. is regularly maintained according to appropriate schedules to ensure hazards are identified and risks are minimised.</li> <li>• First aid kits are located throughout the College and are taken by staff on duty. They are routinely checked and restocked.</li> <li>• College premises are arranged to deter inappropriate interactions and facilitate detection of grooming and child abuse, including the Student Services office having a large viewing window.</li> <li>• College duty area divisions are designed so as to assist the duty teachers to see as many students as possible in order to contribute to the maintenance of vigilant and consistent supervision.</li> <li>• Visitors to the College, including contractors and consultants, where possible, are screened by the Operations Manager to confirm a current Working with Children Check.</li> <li>• Information regarding child safety and prevention of harm, and procedures for responding to alleged or suspected incidents of child abuse and harm, are simple, clear and easily accessible to any visitors to the College such as contractors and consultants, including the requirement to</li> </ul>



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	<p>sign in to the online visitor management platform, available as a phone app, before or upon arrival which includes child safety elements that must be agreed to.</p> <ul style="list-style-type: none"> <li>• The College Student Cyber Safety Code of Conduct promotes the use of safe online applications for children and young people to learn, communicate and seek help.</li> <li>• The College requires that students involved in the One-to-One Laptop program read and sign a document indicating their understanding and agreement with the rules, regulations and responsibilities for the safe use of laptops and the internet.</li> <li>• The Student Diary and the Student Code of Conduct include information relating to the College's expectations of safe and appropriate student involvement with online environments and communications, as well as College technology and safety tools.</li> <li>• The College requires that parents/carers of students involved in the One-to-One Laptop program read and sign a document indicating their understanding and agreement with the rules, regulations and responsibilities for the safe use of laptops and the internet.</li> <li>• The Family Handbook and the Parent Code of Conduct include information relating to the College's expectations of safe and appropriate parent/carer and student involvement with online environments and communications, as well as College technology and safety tools.</li> <li>• Cybersecurity protection software is employed at the College, which provides data relating to student online activity. The IT Department, in liaison with Student Services, monitors and manages breaches to acceptable laptop and internet use as they become evident.</li> <li>• College staff, prior to being issued with a work laptop, are required to read and sign a document indicating their understanding and agreement with the professional access and use of online environments and communications.</li> <li>• The Staff Handbook and the Staff Code of Conduct include information relating to the College's expectations of safe and appropriate staff involvement with online environments and communications, as well as College technology and safety tools.</li> </ul>
<p>9. Implementation of the national child safe principles is regularly reviewed and improved.</p>	<ul style="list-style-type: none"> <li>• The College continuously reviews and improves child abuse prevention measures through the annual review and improvement of child safety policies and procedures, and their implementation, as: relevant and authoritative research is published; relevant inquiry findings and recommendations are delivered; complaints are made, investigated and resolved; critical incidents occur and are investigated and resolved; and experience in managing school prevention of child abuse and grooming is gained.</li> <li>• The Senior Executive Team (SET) and the Senior Administration and Learning Team (SALT) annually review and assess the effectiveness of College child safe practices</li> </ul>

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	<p>and staff implementation of the National Principles for Child Safe Organisations.</p> <ul style="list-style-type: none"> <li>• SET and SALT then annually improve and update all policies and procedures relating to child safe practices and the National Principles for Child Safe Organisations, including the: Child Protection Policy (including mandatory reporting for child sexual abuse) and this Child Safety Framework.</li> <li>• The above processes occur prior to the start of each academic year and flow through to the annual January Staff Days' in-house professional learning which aims to ensure recency of understanding of College policies and procedures relating to child safety.</li> <li>• The College Complaints Register is annually analysed by the Principal in relation to processes, timeframes and record-keeping practices in order to identify and mitigate any identified systemic issues relating to child safe practices.</li> <li>• The College Critical Incidents Register is annually analysed by the Principal in relation to processes, timeframes and record-keeping practices in order to identify and mitigate any identified systemic issues relating to child safe practices.</li> </ul>
10. Policies and procedures document how the organisation is safe for children and young people.	<ul style="list-style-type: none"> <li>• The College Child Protection Policy, in conjunction with this Child Safety Framework, are comprehensive in addressing all ten National Principles for Child Safe Organisations.</li> <li>• The College Child Protection Policy and this Child Safety Framework are understandable and accessible via the College website, as a minimum, to all members of the College community.</li> <li>• College child safety policies and procedures include clearly stated expected standards of behaviour where there is any interaction with children and consequences if these behavioural expectations are not met.</li> </ul>