Child Safe Organisation Policy

Purpose: The Head of Barker College and the Council of Barker College commits to the safety of all children and young people in a safe, loving and supportive learning environment. The purpose of this Child Safe Organisation policy is to outline how our culture of child safety compliance and safeguarding is achieved at Barker College.

Scope: All Barker College: Applies in all *School environments* to all adults in the School community, including Staff, Volunteers, Contractors, External Education Providers, parents/carers and other family members.

Definitions: *School environment* includes both physical and online, and on-site and off-site School grounds

Mandatory or specific requirements: An overarching policy with a number of related School policies, procedures and guidelines, not limited to the Child Safety Policy and the Staff Code of Conduct Policy. Certain staff at Barker College, including teachers and registered health professionals are mandatory reporters under independent professional reporting standards.

Responsibility: The Head of Barker College and the Council of Barker College.

1. Overview

Our Child Safe Organisation Policy is an overarching policy which articulates the essential components of **Barker College Child Safety Safe Guarding Framework**.

1.1. The Barker College Child Safety Safe Guarding Framework is the primary framework for child safe practice. Together, the frameworks components define Barker College as a child safe organisation under the *National Principles for Child Safe Organisations* and the NSW the Child Safe Scheme under the *Childrens Guardian Act 2019*.

1.2. As leaders, the Head of Barker College and the School Council members know our obligations in relation to child safety and play a pivotal role in creating and maintaining a child safe culture at Barker College.

1.3. We adopt the Ten **Child Safe Standards** as the benchmark against which we assess our capacity to be child safe and how we act to put the interests of children first, to keep them safe from harm.

The Ten Child Safe Standards

1. *Child safety is embedded in organisational leadership, governance and culture*
2. *Children participate in decisions affecting them and are taken seriously*
3. *Families and communities are informed and involved*
4. *Equity is upheld and diverse needs are taken into account*
5. *People working with children are suitable and supported*
6. *Processes to respond to complaints of child abuse are child-focused*
7. *Staff are equipped with the knowledge, skills and awareness to keep children safe through continual education and training*
8. *Physical and online environments minimise the opportunity for abuse to occur*
9. *Implementation of the Child Safe Standards is continuously reviewed and improved*
10. *Policies and procedures document how the organisation is child safe.*

2. Child Safety Governance and School Culture

With the Head of Barker College, the Council of Barker College champions a child safe culture by ensuring the School has effective child safe systems and policies are in place, including, but not limited to:

2.1. Defining the Schools Mission, Vision and Values that underpin and inform the School's approach to child safety as documented in a *Statement of Commitment* to Child Safety,

2.2. Promoting the *Child Safety Commitment* in the School and being publicly available on our School website,

2.3. Meeting our duty of care and child safety compliance obligations as against current legislation regulations including reportable conduct allegation obligations at law,

2.4. Ensuring expectations for conduct and behaviour towards students for staff, parents, visitors and contractors to the School are known and upheld,

2.5. Equipping Barker College staff with the knowledge, skills and support they need through appropriate training and education to keep children safe,

2.6. Reviewing the internal responses to complaints of child abuse and neglect by the School are appropriate, compliant and child focused,

2.7. Reinforcing the importance of institutional leadership in embedding a child safety culture and empowering children and young people at our School, and

2.8. Supporting and encouraging the participation and inclusion of Aboriginal and Torres Strait Islander students, students from culturally and/or linguistically diverse backgrounds and students with disability.

3. Barker College Child Safe Guarding Framework

3.1. The Council of Barker College Statement of Commitment to Child Safety

The Christian heritage of Barker College is the inspiration for our values and purpose. It is our abiding commitment to the safety, protection and well-being of all children and young people in our care that drives our mission, vision and values.

Barker College is committed to providing education and care to children and young people to assist them to develop into high-achieving, supported students, positively connected to each other and to the communities in which they live. As a School, we care for all, protect all, reach out to all and seek the well-being of all. We are committed to ensuring the safety, welfare and wellbeing of all children and young people at the School and we are dedicated to protect them from harm.

We regard our child protection responsibilities with the utmost importance, and as such are Ccommitted to providing the necessary resources to adhere to all relevant child protection legislation and to maintain safe and supportive physical and online environments for our students.

3.2. Child Safety Policy: Barker College is committed to the effective implementation of our Child Safety Policy and ensuring that it is appropriately reviewed and updated. Our Child Safety Policy relates to all aspects of child safety and protecting students from abuse or other harm, and establishes work systems, practices, policies and procedures to create and maintain a child safe environment and culture at the School.

3.3. Child Safe Recruitment and the Working with Children Check: Barker College is registered as an employer with the regulatory authority in NSW and the Northern Territory. As a School we have

systems and policies in place to fulfill our legal obligations around engaging anyone in child-related work, including staff, contractors and volunteers. We screen, train and recruit suitable candidates using contemporary best-practice HR procedures and who share and model our child safe values.

3.4. Promoting Positive Relationships: A shared resource for staff, students and their families which outlines the elements of best teaching practice and pastoral support available to students from pre-kindergarten to Year 12. The Barker Way booklet sets out how information can flow between students, families and the School then a culture of reporting ear;ly is supported. and the restorative disciplinary responses to unacceptable student behaviour, including provisions for fairness and review. When, a culture of reporting is supported.

3.5. Child Safety Risk Management Strategy: School Council members ensure the School identifies, manages and reduces risks to children by adopting a risk management approach and assessing child safety risks. This is based on a range of factors in a School environment, including the nature of our School's activities, physical and online environments and the characteristics of the student body.

3.5.1. **Child Safety Risk Management Plan** is a vital component of Barker College approach to mitigating and preventing child abuse and neglect risk. The Child Safe Risk Management Plan is a formal and structured approach based on the NSW Office of Children Guardian *Dimensions of Risk Methodology* to managing risks associated with institutional child safety.

3.5.2. **Continuous Improvement around the Child Safe Standards** as the plan allows the School to review and develop controls to priority activities or programs and ensure our responses are child focused

3.6. Child Safety Reporting: Staff, visitors and contractors working with children have clear pathways to report risk of harm and concerns about child safety.

3.6.1. **Student Incident Management:** Barker College maintains a student incident management software system called Complispace Assurance. Incident management of student's injuries, illness and near miss is subject to documented pastoral care and safety reviews. In this way, the School maintains a safe and supportive learning environment for our students and is continually evaluating and improving on our safety practices.

3.6.2. **Child Safety Team:** The School has an internal Child Safety Team comprised of experienced staff members who are able to address sensitive issues relating to child protection and safety. The pathways to reporting include a dedicated email available and promoted to all staff, with reports treated in a highly confidential and appropriate way to meet the immediate and ongoing needs of student.

3.6.3. **Public and Anonymous Concerns:** The School has an established Confidential Support Line available at all times on our website and encourages its community to come forward with any information or concerns. using a secure online reporting process. The support line is overseen by the Head of Barker College.

3.7. National Redress Scheme: The National Redress Scheme provides support to people who have experienced institutional child sexual abuse. The Council of Barker College formally advised its intention to join the National Redress Scheme through the Anglican Representative (National Redress Scheme) Limited. On 9 August 2019, the Minister for Families and Social Services declared the Council of Barker College as a participating institution in the National Redress Scheme (the Scheme) and a member of the Anglican Participating Group in accordance with the Scheme legislation.

References:

Internal:

[Child Safety Policy](#)

[Staff Code of Conduct Policy](#)

[Child Safety Flow Chart 2023 (NSW).pdf](#)

[NT Child Safety Report Process.pdf](#)

External:

[NSW Office of Childrens Guardian Dimensions of Risk Methodology](#)

National Key Legislation and Related Policies, Procedures and Guidelines

[National Principles | Child Safe Organisations (humanrights.gov.au)](#)

WHS Act (Cth)

Disability Discrimination Act (Cth)

The key pieces of child protection-related legislation applicable to schools in New South Wales:

- the Education Act 1990 (NSW)
- the Children and Young Persons (Care and Protection) Act 1998 (NSW)
- the Child Protection (Working with Children) Act 2012 (NSW)
- the Child Protection (Working with Children) Regulation 2013 (NSW)
- the Children's Guardian Act 2019 (NSW)
- the Crimes Act 1900 (NSW) and
- the Civil Liability Act 2002 (NSW).

The key pieces of child protection-related legislation applicable to schools in Northern Territory:

Care and Protection of Children Act 2007 NT

Education Act 2015 NT

Personal injuries (Liabilities & Damages) Act NT

Criminal Code Act 1983 NT

Next review:

Policy Owner	Date Reviewed	Comments
Head of Barker College	24 October 2023	Replaces the Child Safe Organisation Policy 25/9/2018 Peer reviewed by Child Safety Team

Next Review Date	Reviewed by:
October 2026	School Council