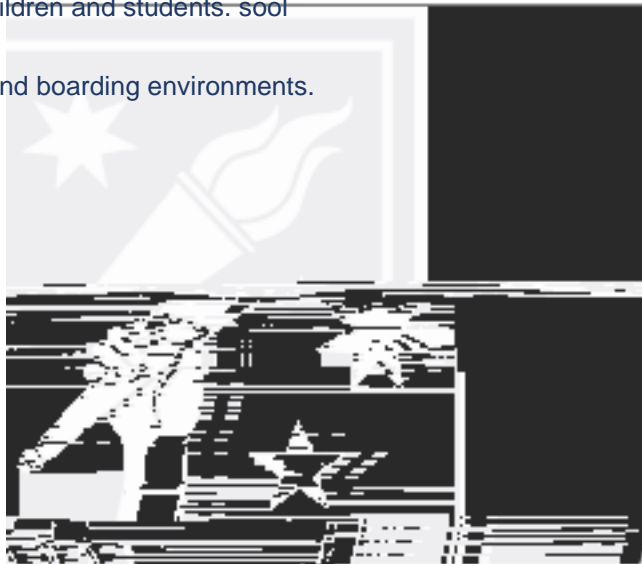


# Peninsula Grammar School Child Safety and Wellbeing Policy

## 1. Introduction

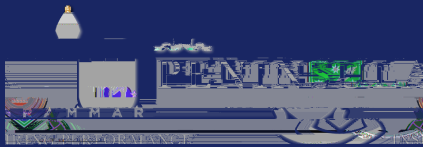
Peninsula Grammar School (the **School** or **PGS**) is a child safe organisation which welcomes all children, young people and their families. We are committed to providing environments where our students are safe and feel safe, where their participation is valued, their views respected, and their voices are heard about decisions that affect their lives. Our child safe policies and practices are inclusive of the needs of all children and students, sool through third-party providers and

- the School's boarding premises and boarding environments.



## 4. Commitments to Child Safety

- Child safety is a shared responsibility. Every person involved in our School has an important role in promoting child safety and wellbeing and promptly raising any issues or concerns about a child's safety
- We have no tolerance for child abuse and take proactive steps to identify and manage any risks of harm to students in our School environments
- 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
- Particular attention is given to the child safety needs of Aboriginal students, those from culturally and linguistically diverse backgrounds, international students, students with disabilities, those unable to live at home, children and young people who identify as lesbian, gay, bisexual, trans and gender diverse, intersex and queer (LGBTIQ+) and other students experiencing risk or vulnerability. 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

## 5. International Students

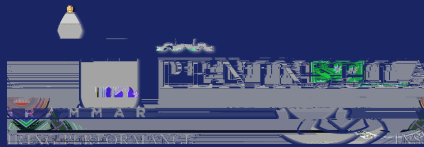
There are specific child safety requirements for international students. The School must notify the Victorian Regulation and Qualifications Authority (VRQA) if an alleged abuse relates to an international student and where the School has issued a Confirmation of Appropriate Accommodation and Welfare (CAAW) letter to that student, to undertake responsibility for approving their student's accommodation, support and general welfare. The School retains a legal obligation for international students even when they are not in the direct care of the School and monitoring and reporting procedures exists to support these students in all settings (holiday periods, homestay etc.).

## 6. Victorian Child Safety Standards

The School is committed to upholding the Victorian Child Safety Standards, in line with Ministerial Order 1359. We recognise the eleven Child Safety Standards to be:

### Standard 1





## 7. Roles and Responsibilities

### Board of Directors

The Board of Directors are responsible for ensuring that the School's governance arrangements support and prioritise a child safe culture and promotes the cultural safety and wellbeing of children. They are also responsible for ensuring the School has appropriate resources to implement this Policy and related procedures, and to hold the Principal accountable for its implementation.

### Principal

The Principal is responsible for taking practical measures to ensure that the School's Child Safety and Wellbeing Policy and Child Safe Code of Conduct is implemented effectively to promote and maintain a strong and sustainable child-safe culture within the School.

### Child Safety and Wellbeing Officers

Child Safety and Wellbeing Officers are appointed by the School to be the first point of contact raising child safety and wellbeing questions or concerns, including this Policy and our Child Safe Code of Conduct. Child Safety and Wellbeing Officers receive additional training with respect to child safety and wellbeing issues and assist the Principal and School Executive to coordinate appropriate responses to child safety and wellbeing incidents.

Senior Child Safety and Wellbeing Officers have an important role to promote and maintain a positive child protection culture at the School.

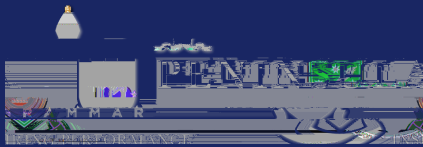
Senior Child Protection Officer is the first point of contact for child abuse concerns and queries and assists the Principal to coordinate appropriate responses to child abuse incidents which may include liaising with the Police and other external agencies and responding to a child who makes, or is affected by, an allegation of child abuse.

<b>Child Safety and Wellbeing Officers</b>		
Louise Nicholls-Easley	Head of Junior School	9788 7831 <a href="mailto:lnichollseasley@pgs.vic.edu.au">lnichollseasley@pgs.vic.edu.au</a>
Dominic Linossier	Head of Middle School	9788 7867 <a href="mailto:dlinossier@pgs.vic.edu.au">dlinossier@pgs.vic.edu.au</a>
Greg Kennedy	Head of Pre-Senior	9788 7769 <a href="mailto:gkennedy@pgs.vic.edu.au">gkennedy@pgs.vic.edu.au</a>
Anne-Lise Haugen	Head of Senior School	9788 7647 <a href="mailto:ahaugen@pgs.vic.edu.au">ahaugen@pgs.vic.edu.au</a>
<b>Senior Child Safety and Wellbeing Officers</b>		
Suzanne Penhall	Head of Respectful Relationships	9788 7848 <a href="mailto:spenhall@pgs.vic.edu.au">spenhall@pgs.vic.edu.au</a>
Anne Stringer	Head of Wellbeing	9788 7823 <a href="mailto:astringer@pgs.vic.edu.au">astringer@pgs.vic.edu.au</a>
<b>Senior Child Protection Officer</b>		

Steven Church

Executive Deputy Principal

[schurch@pgs.vic.edu.au](mailto:schurch@pgs.vic.edu.au)



students and adults, and between students and to promote discussion on child safety issues within the School community including at leadership team meetings and staff meetings.

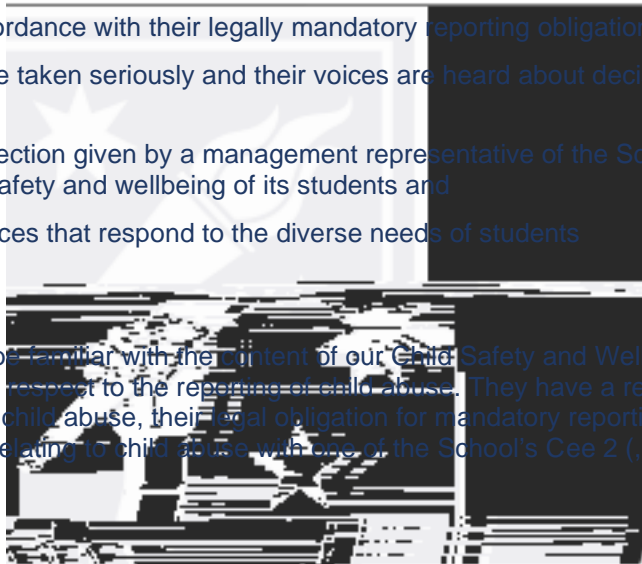
### All Staff

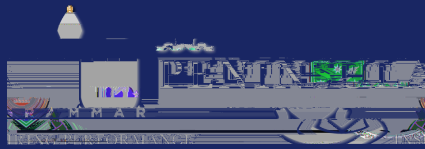
All staff of the School will:

- Participate in child safety and wellbeing induction and training provided by the School and always follow the School's child safety and wellbeing policies and procedures.
- Act in accordance with our Child Safety Code of Conduct.
- Be aware of key risk indicators of child abuse, being observant to, and raising any concerns relating to child protection with one of the School's Child Safety Officers or a member School Executive;
- Report child abuse in accordance with their legally mandatory reporting obligations;
- Ensure students' views are taken seriously and their voices are heard about decisions that affect their lives;
- Follow any reasonable direction given by a management representative of the School in the interest of protecting the safety and wellbeing of its students and
- Implement inclusive practices that respond to the diverse needs of students

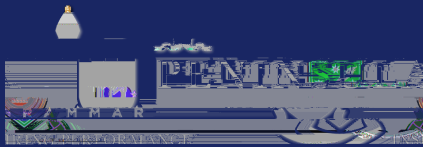
### Volunteers and Contractors

All volunteers are required to be familiar with the content of our Child Safety and Wellbeing Policies, and their legal obligations with respect to the reporting of child abuse. They have a responsibility to be aware of key risk indicators of child abuse, their legal obligation for mandatory reporting, and to raise any concerns they may have relating to child abuse with one of the School's Child Safety Officers or a member School Executive.







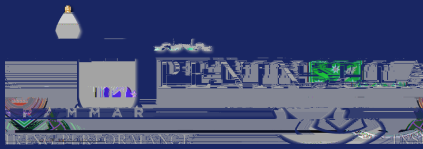


- Referral to external agencies
- Family Counselling
- Academic Support
- Referral to culturally and/or linguistically diverse support services.

## 12. Family Violence Information & Child Information Sharing Scheme

The Victorian Government is committed to supporting families affected by family violence and child information sharing. This scheme provides a safe and secure environment for families to share information about family violence and child information.





## 16. Family Engagement

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.

## 17. Diversity and Equity

As a child safe organisation, we celebrate the rich diversity of our students, families and community and promote respectful environments that are free from discrimination. Our focus is on wellbeing and growth for all. We recognise that every child has unique skills, strengths and experiences to draw on.

The School 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 LGBTIQA+

## 18. Suitable Staff and Volunteers

This Policy, together with Our *Child Safe Code of Conduct* and School policies, outlines expected standards of behaviour of staff members at the School who are interacting with children and young people. Conduct which breaches these policies will constitute reportable conduct under this Policy. Where staff are under investigation for breach of this Policy, or for any reason that would question their suitability to work with children, they will be immediately stood down until such time that an investigation can be completed.

The School applies robust child safe recruitment, induction, training, and supervision practices to ensure that all staff, contractors, and volunteers understand their child safe and wellbeing obligations, and are suitable to work with children.

All volunteers and contractors are required to comply with our Child Safety and Wellbeing Policy which describes how we assess the suitability of prospective volunteers and contractors. Expectations in relation to child safety and wellbeing induction, training, supervision and management will be dependent on the role of the volunteer or contractors.

## 19. Staff Training

All newly appointed staff are expected to participate in our child safety and wellbeing induction, which includes:

- Being familiar with this Policy, the Child Safe Code of Conduct, the Staff and Student Professional Boundaries Policy and procedures for responding to and reporting suspected child abuse (including Mandatory Reporting)
- Understand how to access School policies and procedures
- Where to get support and assistance for Child Safety and Wellbeing matters



