

	<b>Policy Name:</b>	Child Safe Policy	<b>Approved by School Council</b>	26.7.21
	<b>Responsible:</b>	Leadership Team	<b>Review Date:</b>	July 2024

## CHILD SAFETY POLICY

### PURPOSE

Tyabb Primary School's Child Safety Policy sets out the school's commitment and approach to creating and maintaining a child safe organisation where children and young people are safe and feel safe, and provides the policy framework for the school's approach to the Child Safe Standards.

### SCOPE

This policy applies to all staff, volunteers, and contractors in the school environment, whether or not they work in direct contact with children or young people. This policy also applies to school council members where indicated.

The policy will apply to the school environment (see Definitions section). The policy covers both school hours and outside of school hours.

### Definitions

*Child abuse - Child abuse includes:*

- any act committed against a child involving: a sexual offence; or
- grooming; and
- the infliction, on a child, of:
  - physical violence; or
  - serious emotional or psychological harm; and
- serious neglect of a child.

#### *Child-connected work*

Child-connected work means work authorised by the school, school council, or Secretary of the Department of Education and Training and performed by an adult in a school environment while children are present or reasonably expected to be present.

#### *Child safety*

Child safety encompasses 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 incidents or allegations of child abuse.

#### *School environment*

School environment means any physical or virtual place made available or authorised by the school for use by a child during or outside school hours, including:

- a campus of the school;
- online school environments (including email and intranet systems); and
- other locations provided by the school for a child's use (including, without limitation, locations used for school camps, sporting events, excursions, competitions, homestays, and other school activities or events)

#### *School staff*

School staff means an individual working in a school environment who is:

- employed by the Department of Education and Training;
- directly engaged or employed by a school council; or
- a volunteer or a contracted service provider (whether or not a body corporate or any other person is an intermediary).

## STATEMENT OF COMMITMENT TO CHILD SAFETY

**Tyabb Primary School** is committed to the safety and wellbeing of all children and young people. This will be the primary focus of our care and decision-making.

**Tyabb Primary School** 's approach to creating and maintaining a child safe school environment is guided by our school philosophy and values. At Tyabb Primary School our vision is that *“All students are empowered to learn and achieve their personal best through high quality teaching and the best environment for learning which equip them with the knowledge, skills, values and positive mindset to become active, engaged and productive members of the local and global community.”* We know children can struggle to achieve their personal best if they are not safe from abuse.

At Tyabb Primary School our values guide the decisions and behaviours of all members of our school community, including in relation to child safety:

- Respect – To act in a way that shows you care for yourself, others and the environment.
- Safety – To behave in a safe manner. To protect yourself and others from injury, risk or danger.
- Responsibility – To take care of someone or something. To make good choices and accept the consequences of your actions.
- Integrity – To do the right thing and be kind, caring, honest and trustworthy.
- Optimism – To always strive for your best and display a positive attitude.

**Tyabb Primary School** has zero tolerance for child abuse.

We are committed to providing a child safe environment where children and young people are safe and feel safe, and their voices are heard about decisions that affect their lives. Our child safe policies, procedures, strategies and practices will be inclusive of the needs of all children, particularly Aboriginal and Torres Strait Islander children, children from culturally and linguistically diverse backgrounds, children with disabilities, and children who are vulnerable.

Every person involved in **Tyabb Primary School** has a responsibility to understand the important and specific role he/she plays individually and collectively to ensure that the wellbeing and safety of all children and young people is at the forefront of all they do and every decision they make.

### Child safety principles

In its planning, decision-making and operations **Tyabb Primary School** will:

1. Take a preventative, proactive and participatory approach to child safety;
2. Value and empower children to participate in decisions which affect their lives;
3. Foster a culture of openness that supports all persons to safely disclose risks of harm to children
4. Respect diversity in cultures and child rearing practices while keeping child safety paramount;
5. Provide written guidance on appropriate conduct and behaviour towards children;
6. Engage only the most suitable people to work with children and have high quality staff and volunteer supervision and professional development;
7. Ensure children know who to talk with if they are worried or are feeling unsafe, and that they are comfortable and encouraged to raise such issues;
8. Report suspected abuse, neglect or mistreatment promptly to the appropriate authorities;
9. Share information appropriately and lawfully with other organisations where the safety and wellbeing of children is at risk; and
10. Value the input of and communicate regularly with families and carers.

## POLICY

### Strategies to embed a child safe culture

Tyabb Primary School's culture encourages staff, students, parents and the school community to raise, discuss and scrutinise child safety concerns. This makes it more difficult for abuse to occur and remain hidden.

All child safety documents, including this policy, the Child Safety Code of Conduct, the school's Child Safety Responding and Reporting Obligations (including Mandatory Reporting) Policy and Procedures, [Identifying and Responding to All Forms of Abuse in Victorian Schools](#) and the [Four Critical Actions for Schools](#) are readily available online and in hard copy at our main office for all staff and students to read at any time.

Child safety is everyone's responsibility. **All school staff** are required to:

- Act in accordance with the school's Child Safety Code of Conduct, which clearly sets out the difference between appropriate and inappropriate behaviour
- Act in accordance with the Child Safety Responding and Reporting Obligations (including Mandatory Reporting) Policy and Procedures at all times, including following the [Four Critical Actions for Schools](#) where necessary
- Undertake annual guidance and training on child safety
- Act in accordance with their legal obligations, including:
  - Failure to disclose offence (applies to all adults)
  - Duty of care (applies to all school staff)
  - Mandatory reporting obligations (applies to all mandatory reporters, including teachers, principals, registered psychologists, and registered doctors and nurses)
  - Failure to protect offence (applies to a person in a position of authority within the school)
  - Reportable conduct obligations (applies to all school staff in reporting conduct to the principal, and applies to the principal in reporting to Employee Conduct Branch)
  - Organisational duty of care (applies to the school as an organisation)
  - For more information on these obligations, see [Identifying and Responding to All Forms of Abuse in Victorian Schools](#).

As part of Tyabb Primary School's child safe culture, **school leadership** (including the principal and assistant principal[s]) will:

- Consider the diversity of all children, including (but not limited to) the needs of Aboriginal and Torres Strait Islander children, children from culturally and linguistically diverse backgrounds, children with disabilities, and children who are vulnerable, when implementing the Child Safe Standards
- Ensure that child safety is a regular agenda item at school leadership meetings and staff meetings
- Encourage and enable staff professional learning and training to build deeper understandings of child safety and prevention of abuse
- Ensure that no one is prohibited or discouraged from reporting an allegation of child abuse to a person external to the school or from making records of any allegation.

As part of Tyabb Primary School's child safe culture, **school mandatory reporting staff** are required to:

- Complete the [Protecting Children – Mandatory reporting and other obligations](#) online module every year [Note that it is a DET requirement that mandatory reporters complete this training annually. It also helps with demonstrating compliance with the Child Safe Standards]
- Read the school's Child Safety Code of Conduct on induction, and maintain familiarity with that document
- Read the school's Child Safety Responding and Reporting Obligations (including Mandatory Reporting) Policy and Procedures on induction, and maintain familiarity with that document
- Read the school's Child Safety Policy (this document) on induction, and maintain familiarity with that document.

As part of Tyabb Primary School's child safe culture, in performing the functions and powers given to them under the *Education and Training Reform Act 2006*, **school councils and school council members** will:

- Ensure that child safety is a regular agenda item at school council meetings
- Consider the diversity of all children, including (but not limited to) the needs of Aboriginal and Torres Strait Islander children, children from culturally and linguistically diverse backgrounds, children with disabilities, and children who are vulnerable, when making decisions regarding the Child Safe Standards
- Undertake annual guidance and training on child safety, such as the [Child Safe Standards School Council Training PowerPoint](#).
- Approve the Child Safety Code of Conduct to the extent that it applies to school council employees and members, and if updated, note the new document in its school council meeting minutes
- When hiring employees, ensure that selection, supervision and management practices are child safe (unless delegated to the principal).

School leadership will maintain records of the above processes.

### **Roles and responsibilities**

School leaders will ensure that each person understands their role, responsibilities and behaviour expected in protecting children and young people from abuse and neglect. Staff will comply with the school's Child Safety Code of Conduct, which sets out clearly the difference between appropriate and inappropriate behaviour.

Specific child safety responsibilities:

- The Principal and Child Safety Officer (Assistant Principal) are responsible for reviewing and updating the Child Safety Policy every 3 years.
- The Principal and Child Safety Officer (Assistant Principal) are responsible for monitoring the school's compliance with the Child Safety Policy. The school community should approach The Principal and/or the Child Safety Officer (Assistant Principal) if they have any concerns about the school's compliance with the Child Safety Policy.
- The Principal and/or the Child Safety Officer (Assistant Principal) are responsible for informing the school community about this policy, and making it publicly available.
- Other specific roles and responsibilities are named in Tyabb Primary School's other child safety policies and procedures, including the Child Safety Code of Conduct, Child Safety Responding and Reporting Obligations (including Mandatory Reporting) Policy and Procedures, and risk assessment register.

## Recruitment

Tyabb Primary School follows the Department's Recruitment in Schools guide to ensure child safe recruitment practices, available on the [Department's website](#). We take all reasonable steps to employ skilled people to work with children. We develop selection criteria and advertisements which clearly demonstrate our commitment to child safety and an awareness of our social and legislative responsibilities. Our school understands that when recruiting staff and volunteers we have ethical as well as legislative obligations.

All prospective volunteers are required to comply with our school's Volunteers Policy, including in relation to assessing the suitability of prospective volunteers and obtaining checks required under this policy. "All prospective volunteers are required to maintain a valid Working with Children Check". Note that if your school requires ALL volunteers to obtain a Working with Children Check, this will include requiring all volunteers on fete stalls, fundraising committees etc. to hold a Working with Children Check.

## Training and supervision

Training and education is important to ensure that everyone in the school understands that child safety is everyone's responsibility.

Our school culture aims for all staff and volunteers (in addition to parents/carers and children) to feel confident and comfortable in coming forward with any allegations or suspicions of child abuse or child safety concerns. We train our staff and volunteers to identify, assess, and minimise risks of child abuse and to detect potential signs of child abuse. This training occurs annually or more often as required. The Ministerial Order on Child Safe Standards requires schools to ensure that appropriate guidance and training is provided to their staff and school council members "at least annually" on roles and responsibilities for managing the risk of child abuse, child abuse risks in the school environment, and the school's current child safety standards.

We also support our staff and volunteers through ongoing supervision to develop their skills to protect children from abuse, to promote the cultural safety of Aboriginal and Torres Strait Islander children and children from linguistically and/or diverse backgrounds, and the safety of children with a disability and vulnerable children.

New employees and volunteers will be inducted into the school, by being referred to the Child Safety Policy (this document), the Child Safety Code of Conduct, and the Child Safety Responding and Reporting Obligations (including Mandatory Reporting) Policy and Procedures on the school website. They will also be supervised regularly to ensure they understand our school's commitment to child safety, and that their behaviour towards children is safe and appropriate. All employees of our school will be monitored and assessed via regular performance review to ensure their continuing suitability for child-connected work. Any inappropriate behaviour will be reported by school staff to the Principal or Assistant Principal and will be managed in accordance with Tyabb Primary School's Child Safety Responding and Reporting Obligations (including Mandatory Reporting) Policy and Procedures where required.

## Reporting a child safety concern or complaint

The school has clear expectations for all staff and volunteers in making a report about a child or young person who may be in need of protection. All staff (including school council employees) must follow the school's Child Safety Responding and Reporting Obligations (including Mandatory Reporting) Policy

and Procedures, including following the [Four Critical Actions for Schools](#) if there is an incident, disclosure or suspicion of child abuse. Immediate actions should include reporting their concerns to DHHS Child Protection, Victoria Police and/or another appropriate agency and notifying the principal or a member of the school leadership team of their concerns and the reasons for those concerns.

Tyabb Primary School will never prohibit or discourage school staff from reporting an allegation of child abuse. The school will always take action to respond to a complaint in accordance with the school's Child Safety Responding and Reporting Obligations (including Mandatory Reporting) Policy and Procedures. In accordance with Action 4 of the Four Critical Actions for Schools, Tyabb Primary School will provide ongoing support for students affected by child abuse.

The Child Safety Responding and Reporting Obligations (including Mandatory Reporting) Policy and Procedures can be found on the school website at [tyabb.ps@education.vic.gov.au](mailto:tyabb.ps@education.vic.gov.au)

## **Risk reduction and management**

Tyabb Primary School believes the wellbeing of children and young people is paramount, and is vigilant in ensuring proper risk management processes, found in the school's risk assessment register. The school recognises there are potential risks to children and young people and will take a risk management approach by undertaking preventative measures.

We will identify and mitigate the risks of child abuse in school environments by taking into account the nature of each school environment, the activities expected to be conducted in that environment and the characteristics and needs of all children expected to be present in that environment.

Tyabb Primary School monitors and evaluates the effectiveness of the actions it takes to reduce or remove risks to child safety, more information can be found in the school's risk assessment register.

## **Listening to, communicating with and empowering children**

Tyabb Primary School has developed a safe, inclusive and supportive environment that involves and communicates with children, young people and their parents/carers. We encourage child and parent/carer involvement and engagement that informs safe school operations and builds the capability of children and parents/carers to understand their rights and their responsibilities. Our school is committed to supporting and encouraging students to use their voice to raise and share their concerns with a trusted adult at any time of need. Students can access information on how to report abuse through their classroom teacher, our Child Safety Officer (Assistant Principal) and the School Principal.

When the school is gathering information in relation to a complaint about alleged misconduct with or abuse of a child, the school will listen to the complainant's account and take them seriously, check understanding and keep the child (and/or their parents/carers, as appropriate) informed about progress.

The school will promote the Child Safe Standards in ways that are readily accessible, easy to understand, and user-friendly to children, including:

- All of our child safety policies and procedures will be available for the students and parents to read on the school website [tyabb.ps@education.vic.gov.au](mailto:tyabb.ps@education.vic.gov.au) or at the main office
- PROTECT Child Safety posters will be displayed across the school and explained in a child friendly manner
- School newsletters will inform students and the school community about the school's commitment to child safety, and strategies or initiatives that the school is taking to ensure student safety

- Age-appropriate discussions about child safety will be given to students by their classroom teacher or the Child Safety Officer
- The Child Safe Standards are addressed and explained at year level assemblies or parent information sessions when appropriate.

The school will use its health and wellbeing programs to deliver appropriate education to its students about:

- standards of behaviour for students attending the school;
- healthy and respectful relationships (including sexuality);
- resilience; and child abuse awareness and prevention.

These programs include Start Up Program, Values Education, You Can Do It Program, Respectful Relationships, sexuality education, e-smart education programs, MPower Girls Program and Revved Up.

## Communications

This school is committed to communicating our child safety strategies to the school community through:

- Ensuring that the Child Safety Policy (this document), Code of Conduct, and the Child Safety Responding and Reporting Obligations (including Mandatory Reporting) Policy and Procedure are available on the school website at [tyabb.ps@education.vic.gov.au](mailto:tyabb.ps@education.vic.gov.au)
- Once per year or more often if required, reminders in the school newsletter of our school's commitment to child safety
- Ensuring that child safety is a regular agenda item at school leadership meetings and staff meetings for discussion
- School tours with prospective parents, at parent information sessions or when inducting visitors and volunteers to our school

## Confidentiality and privacy

This school collects, uses and discloses information about particular children and their families in accordance with Victorian privacy law. The principles regulating the collection, use and storage of information is included in the Department of Education and Training's [Schools' Privacy Policy](#).

## Related policies and documents

Related policies and documents include:

- Code of Conduct (available on our school website)
- Child Safety Responding and Reporting Obligations (including Mandatory Reporting) Policy and Procedures
- Risk assessment register
- [Identifying and Responding to All Forms of Abuse in Victorian Schools](#)
- [Four Critical Actions for Schools](#)
- [Recording your actions: Responding to suspected child abuse – A template for Victorian schools](#)
- [Identifying and Responding to Student Sexual Offending](#)
- [Four Critical Actions for Schools: Responding to Student Sexual Offending](#)
- [School Policy and Advisory Guide – Duty of Care](#)
- [School Policy and Advisory Guide – Child Protection Reporting Obligations](#).

## Policy evaluation and review

To ensure ongoing relevance and continuous improvement, this policy will be reviewed every 3 years. This policy was updated and approved on the 26th July 2021 and is scheduled for review in July 2024.

## APPENDIX ONE: CHILD SAFE DEFINITIONS

### Definitions

A full list of definitions for Ministerial Order No. 870 is available at [www.vrqa.vic.gov.au/childsafe](http://www.vrqa.vic.gov.au/childsafe).

**Child abuse** includes:

Any act committed against a child involving:

- a sexual offence or,
- an offence under section 49B(2) of the *Crimes Act 1958* (grooming).

The infliction, on a child, of:

- physical violence or,
- serious emotional or psychological harm.
- Serious neglect of a child.

**Child-connected work** means 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.

**Child safety** encompasses 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 incidents or allegations of child abuse.

### Mandatory Reporter

Teachers registered to teach or who have permission to teach pursuant to the Education and Training Reform Act 2006 (Vic). Principals of government and non government schools. Registered medical practitioners, nurses and all members of the police force. Registered psychologists.

**School environment** means any physical or virtual place made available or authorised by the school governing authority for use by a child during or outside school hours, including:

- a campus of the school,
- online school environments (including email and intranet systems),
- other locations provided by the school for a child's use (including, without limitation, locations used for school camps, sporting events, excursions, competitions, and other events).

**School staff** means:

in a government school, an individual working in a school environment who is:

- employed under Part 2.4 of the *Education and Training Reform Act 2006* (ETR Act) in the government teaching service or,
- employed under a contract of service by the council of the school under Part 2.3 of the ETR Act or,
- a volunteer or a contracted service provider (whether or not a body corporate or any other person is an intermediary).

in a non-government school, an individual working in a school environment who is:

- directly engaged or employed by a school governing authority,
- a volunteer or a contracted service provider (whether or not a body corporate or any other person is an intermediary),
- a minister of religion.

**School governing authority** means:

The proprietor of a school, including a person authorised to act for or on behalf of the proprietor; OR The governing body for a school (however described), as authorised by the proprietor of a school or the ETR Act; or The principal, *as authorised* by the proprietor of a school, the school governing body, or the ETR Act.



Tyabb Primary School is committed to the safety and wellbeing of children and young people. Our school community recognises the importance of, and a responsibility for, ensuring our school is a safe, supportive and enriching environment which respects and fosters the dignity and self-esteem of children and young people, and enables them to thrive in their learning and development.

This Code of Conduct aims to promote child safety in the school environment, protect children and reduce any opportunities for child abuse or harm to occur. It also assists in understanding how to avoid or better manage risky behaviours and situations. It is intended to complement child protection legislation, Department policy, school policies and procedures and professional standards, codes or ethics as these apply to staff and other personnel. Our code of conduct has been developed in consultation with the school community and takes into consideration the interests of school staff and the needs of all children at Tyabb Primary School.

The Principal and school leaders of Tyabb Primary School will support the implementation and monitoring of the Code of Conduct, and will plan, implement and monitor arrangements to provide inclusive, safe and orderly schools and other learning environments. The Principal and school leaders of Tyabb Primary School will also provide information and support to enable the Code of Conduct to operate effectively.

All staff, contractors, volunteers and any other members of the school community involved in child connected work are required to comply with the Code of Conduct by observing expectations for appropriate behaviour below. The Code of Conduct applies in all school situations, including school camps, excursions and in the use of digital technology and social media.

### **Acceptable behaviours**

**As staff, volunteers, contractors, and any other member of the school community involved in child-related work individually, we are responsible for supporting and promoting the safety of children by:**

- adhering to our school's child safe policy and upholding our commitment to child safety at all times,
- taking all reasonable steps to protect children from abuse,
- treating students and families in the school community with respect both within the school environment and outside the school environment as part of normal social and community activities.
- ensuring relationships take place within boundaries of respect and professionalism,
- listening and responding to the views and concerns of children, particularly if they are telling you that they or another child has been abused or are worried about their safety or the safety of another child,
- promoting the cultural safety, participation and empowerment of Aboriginal children (for example, by never questioning an Aboriginal child's self-identification),
- promoting the cultural safety, participation and empowerment of children with culturally and/or linguistically diverse backgrounds (for example, by having a zero tolerance of discrimination),
- promoting the safety, participation and empowerment of children with a disability (for example, during personal care activities),
- ensuring as far as practicable that adults are not left alone with a child,
- reporting any allegations of child abuse to the Principal or Child Safety Officer/s and ensure any allegation be reported to the police or child protection,
- ensuring that the student(s) are protected from harm quickly if child abuse is suspected,
- understanding and complying with all reporting or disclosure obligations ( including mandatory reporting) as they relate to protecting children from harm or abuse.

## Unacceptable behaviours

### As staff, volunteers, contractors, and any other member of the school community involved in child-related work we must not:

- ignore or disregard any suspected or disclosed child abuse,
- ignore behaviours by other adults towards students when they appear to be overly familiar or inappropriate,
- develop any 'special' relationships with children that could be seen as favouritism or amount to grooming behaviour,
- exhibit behaviours or engage in activities with students which may be interpreted as abusive and not justified by the educational, therapeutic or service delivery context,
- engage in open discussions of a mature or adult nature in the presence of children, this includes the use of inappropriate language,
- discuss content of an intimate nature or use sexual innuendo with students, except where it occurs relevantly in the context of parental guidance, delivering the education curriculum or a therapeutic setting
- use their position to intimidate, bully, humiliate, threaten, coerce or undermine children,
- express personal views on cultures, race, religion or sexuality in the presence of children,
- discriminate against any child, including because of age, gender, race, culture, religion, vulnerability, sexuality, ethnicity or disability,
- have one to one contact with a child/student outside of school without parent consent. In the case of professional or voluntary services with a child/student, all **staff must** seek parental consent and the approval of school's leadership. Accidental contact, such as seeing people in the street, is appropriate,
- communicate directly with a student through personal or private contact channels (including by social media, email, instant messaging, texting etc) except where that communication is reasonable in all the circumstances, related to school work or extra-curricular activities or where there is a safety concern or other urgent matter
- store images of children, gathered as a result of their work, on personal equipment,
- photograph or video a child in a school environment without the consent of the parent or guardian, unless in accordance with the Tyabb Primary School Photographing, Filming and Recording policy. This policy allows parents/carers to take photos and record their own children during school activities. If other children are in the photo or recording, we request that parents/carers only do so for their own personal use and do not publish/distribute the images in any form, including via text/email or social media, without the prior consent of persons whose children also appear in the images.
- work with children whilst under the influence of alcohol or illicit drugs,
- consume alcohol or illicit drugs at school or at school events in the presence of children.

**If you believe a child is at immediate risk of abuse phone 000.**

This Code of Conduct was updated and approved by School Council on the 26<sup>th</sup> July 2021 and is scheduled for review in July 2024.

**TYABB PRIMARY SCHOOL**  
**CHILD SAFETY**  
**CODE OF CONDUCT**  
**SIGNED STATEMENT OF COMMITMENT**

By observing these standards you acknowledge your responsibility to immediately report any breach of this code to Tyabb Primary School's Child Safety Officer (Assistant Principal) or Principal.

**If you believe a child is at immediate risk of abuse phone 000.**

I agree to adhere to this Code of Conduct:

Name: .....

Signature: .....

Date: .....

**TYABB PRIMARY SCHOOL  
CHILD SAFETY RISK MANAGEMENT PROGRAM**

At Tyabb Primary School our child safety risk management strategy is a formal and structured approach to managing risks associated with child safety. Our school Child Safe Policy and Code of Conduct clearly outlines our commitment to implementing the 7 standards for child safety as outlined in the Ministerial Order No. 870.

Ministerial Order No. 870, which operationalises the Child Safe Standards in all Victorian schools, comes into operation on 1 August 2016. See: [Ministerial Order 870](#)

At Tyabb Primary School our process includes a risk assessment (see matrix below), implementation of controls and a monitoring and review process to ensure the currency of the risk management approach.

**RISK RATING MATRIX**

RISK RATING		Consequence				
		Insignificant	Minor	Moderate	Major	Severe
Likelihood	Almost Certain	Medium	High	Extreme	Extreme	Extreme
	Likely	Medium	Medium	High	Extreme	Extreme
	Possible	Low	Medium	Medium	High	Extreme
	Unlikely	Low	Low	Medium	Medium	High
	Rare	Low	Low	Low	Medium	Medium

**Child Safety Risks and Risk Management Strategies**

The list below comprises an inventory of potential child safety risk and risk management strategies.

Risks	Risk Management Strategies
<ul style="list-style-type: none"> <li>• Lack of an organisational culture of child safety</li> <li>• Familiarity breeding a culture of not reporting issues</li> <li>• Natural trust of long term employees</li> <li>• Children alone with one other person unsupervised</li> <li>• Recruitment of an inappropriate person</li> <li>• Inappropriate behaviour not reported</li> <li>• Harassment via email, SMS or other media</li> <li>• Unsupervised recreational or other activities</li> <li>• Ad-hoc contractors on the premises (e.g. maintenance)</li> <li>• Vulnerability of staff and students due to unknown personal issues</li> <li>• Unknown people and environments at excursions and camps</li> <li>• False allegations</li> </ul>	<ul style="list-style-type: none"> <li>• Implement an effective child safety risk management strategy</li> <li>• Child safety code of conduct</li> <li>• Child safety reporting procedures</li> <li>• Induction for all visitors, staff, volunteers and contractors</li> <li>• Train students and staff to detect inappropriate behaviour</li> <li>• Counselling and other resources</li> <li>• Non-lockable doors in hot spots</li> <li>• Assessment of new or changed physical environments for child safety risks</li> <li>• Supervision or monitoring of activities</li> <li>• Online searches (Google, Facebook etc.) to be monitored</li> <li>• Performance management procedures</li> <li>• Pre-employment reference checks that include checking for child safety</li> <li>• Criminal history checks</li> <li>• All contactors and visitors to wear Tyabb PS lanyards to show that they have signed in to the school at the office</li> </ul>