



## Child Safe Program Summary

<b>PURPOSE</b> Child Safe Program Summary	<b>SCOPE</b> Nhill Lutheran School
<b>AUTHORISATION</b> School Council	<b>RESPONSIBLE OFFICER</b> Principal
<b>COMMUNICATION</b> Email / Meetings / Newsletter / Website	<b>STORAGE</b> School Network / Website
<b>ORIGINAL</b> July 2016	<b>REVIEW CYCLE / DATES</b> Every 3 Years (Jul 2018)
<b>UPDATED</b> March 2017	Revised (Nil)



## Guide Statement

### Rationale

The Child Safe Program Summary provides an overview of how Nhill Lutheran School has implemented the Child Safe Standards within its community. This is not a policy of the school but rather a guide on what has been implemented.

This document is to be read in conjunction with a range of policies including, but not limited to:

- Mandatory Reporting
- Child Protection and Safety
- Protective Practices for Staff

### Background

The Victorian Government has introduced child safe standards for organisations that work with children.

Children have the right to be safe and protected. Child abuse, and arrangements that allow it to occur, will not be tolerated.

The child safe standards will strengthen existing approaches to preventing and responding to child abuse, and provide for consistency in how these issues are managed.

The introduction of child safe standards form part of the Victorian Government's response to the recommendations of the Betrayal of Trust report. Ministerial Order 870 sets out the specific actions that schools need to take to meet the child safe standards. A new minimum standard for school registration requires schools to meet the requirements of the Ministerial Order.

### Child Safe Program Summary

In a Lutheran school the gospel is to inform all programs, relationships and activities. The love of God through Jesus Christ is to govern all that is done. Informed and transformed by God's creative, redemptive and sanctifying love, God's people are concerned with the total needs of their fellow human beings. The Child Safe program in place at Nhill Lutheran School defines power as the capacity to set and care for boundaries. Boundaries are the structures which support human development within community; boundaries may be personal, communal, spiritual, psychological or physical. In Christ, there is an empowerment by the gospel to recognise boundaries and prevent their destructive crossing and to care for those who have been violated. The responsibility of leadership is to care for professional boundaries through the establishment of structures that protect them. Structures provide for support, examination and action to ensure that school leaders, staff and students act according to boundaries that help, protect and uphold the dignity, worth and safety of each individual. The School's Child Safe Program is made up of work systems, practices, policies and procedures designed to maintain a child safe environment and to embed an organisational culture of child safety within the School community. Nhill Lutheran School has zero tolerance for child abuse and is committed to the protection of all children from all forms of child abuse. We have established and implemented our Child Safe Program in accordance with the Victorian Child Safe Standards. The following information provides a list of the standards, definitions and a summary of how we comply with each standard.

Note: Staff in this document refers to employees, School Council members, volunteers and contractors providing a service to our students.



## The Child Safe Standards

To create and maintain a child safe organisation, Nhill Lutheran School has:

- Standard 1      ▪ strategies to embed an organisational culture of child safety, including effective leadership arrangements
- Standard 2      ▪ a child safe policy or statement of commitment to child safety
- Standard 3      ▪ a code of conduct that establishes clear expectations for appropriate behaviour with children
- Standard 4      ▪ screening, supervision, training and other human resources practices that reduce the risk of child abuse by new and existing personnel
- Standard 5      ▪ processes for responding to and reporting suspected child abuse
- Standard 6      ▪ strategies to identify and reduce or remove risks of child abuse
- Standard 7      ▪ strategies to promote the participation and empowerment of children.

In complying with the child safe standards Nhill Lutheran School includes the following principles as part of each standard:

- promoting the cultural safety of Aboriginal children
- promoting the cultural safety of children from culturally and/or linguistically diverse backgrounds
- promoting the safety of children with a disability.

### Definitions

**ETR Act** means the Education and Training Reform Act 2006 as amended from time to time.

**Child** means a child enrolled as a student at the school.

**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 abuse** includes—

- any act committed against a child involving—
  - (i) a sexual offence; or
  - (ii) an offence under section 49B(2) of the Crimes Act 1958 (grooming); and
- (b) the infliction, on a child, of—
  - (i) physical violence; or
  - (ii) serious emotional or psychological harm; and
- (c) serious neglect of a child.

**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** 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) a campus of the school;
- (b) online school environments (including email and intranet systems); and



(c) 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 governing authority** means:

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

Explanatory note: There is a wide variety of school governance arrangements. Depending on the way a school is constituted and operated, the governing body for a school may be the school board, the school council, or some other person or entity. The school governing authorities may share or assign responsibility for discharging the requirements imposed by the Ministerial Order, in accordance with the school's internal governance arrangements.

**School staff** means:

- in a Government school, an individual working in a school environment who is:
  - (i) employed under Part 2.4 of the ETR Act in the government teaching service; or
  - (ii) employed under a contract of service by the council of the school under Part 2.3 of the ETR Act; or
  - (iii) a volunteer or a contracted service provider (whether or not a body corporate or any other person is an intermediary).
- (b) in a non-Government school, an individual working in a school environment who is:
  - (i) directly engaged or employed by a school governing authority;
  - (ii) a volunteer or a contracted service provider (whether or not a body corporate or any other person is an intermediary); or
  - (iii) a minister of religion.

## Standard 1 - Strategies to embed an organisational culture of child safety, including through effective leadership arrangements

Child safety Standard 1 (clause seven of Ministerial Order No. 870) has five specific requirements. They are that Nhill Lutheran School must:

- develop strategies to embed a culture of child safety at the school
- allocate roles and responsibilities for achieving the strategies
- inform the school community about the strategies, and allocated roles and responsibilities
- put the strategies into practice, and inform the school community about these practices; and
- periodically review the effectiveness of the strategies put into practice and, if considered appropriate, revise those strategies.

**Requirement 1** – Nhill Lutheran School develops strategies to embed a culture of child safety at the school by:

- *Nhill Lutheran School Mission Statement and Values Statement describes students as being “cared for” which includes their intellectual, social, emotional, physical, spiritual and cultural safety and wellbeing;*
- *Developing the Child Safe Program, our Child Protection and Safety Policy and Child Safety Code Of Conduct;*
- *Appointing staff members as the school’s Child Safety Officers;*
- *Ensuring that each Council member, employee and volunteer completes Valuing Safe Communities, Child Protection and Mandatory Reporting training appropriate to their role;*
- *Establishing clear guidelines for reporting child abuse concerns;*
- *Creating an environment supportive of children from culturally diverse backgrounds and children with disabilities;*
- *School Council standing agenda item – Risk Management (which incorporates Child Safety issues);*
- *the implementation of the Pastoral Care program, which incorporates information on child safety;*
- *having school posters which communicate what students are able to do in the instance of feeling unsafe;*
- *having a clear reporting process for students who feel at-risk;*
- *confirming Working with Children checks for staff and volunteers;*
- *including child safety information in new staff inductions;*
- *having staff encouraged to report any inappropriate behaviour to the Principal; and or the School’s Child Protection Officer;*
- *discussing child safety at whole school assemblies;*
- *Creating a strategy to embed an organisational culture of child safety.*

**Requirement 2** – Nhill Lutheran School allocates roles and responsibilities for achieving the strategies by:

- *The Principal is responsible in leading all child safety strategies, developing, monitoring, co-ordinating, communicating, training staff, leading programs for students and developing policies and procedures;*
- *All staff undertake the Valuing Safe Communities training, which includes child safety procedures, every 3 years;*
- *Annual safety training occurs as a part of the Trainings Needs Analysis reviewed every 12 months by the Principal;*
- *All volunteers undertake the Valuing Safe Communities Volunteer online training;*
- *Having child safety as a standing agenda item for staff meeting;*
- *School Council approving all child safety and child protection policies*

**Requirement 3** – Nhill Lutheran School informs the school community about the strategies, and allocated roles and responsibilities by:

- *parents receiving information regarding child safety published on the schools website, parent handbook, newsletter and phone app;*
- *safety information shared with parents at Parent Information Evenings;*
- *students receiving information regarding child safety through displayed information in classrooms, website and newsletter;*
- *staff meeting time allocated to child safety issues as standing agenda items;*
- *child safety being a part of the schools induction process via the Induction Checklist that all staff sign off on;*
- *a standing agenda item for School Council under “Risk Management”*



**Requirement 4** – Nhill Lutheran School puts strategies into practise, and informs the school community about these practices by:

- *communicating to parents via the newsletter, handbook, prospectus and website with regular updates;*
- *communicate with students by providing accessible information;*
- *having child safety as a standing agenda item for staff meetings;*
- *staff undertaking training on a regular basis as a part of the Valuing Safe Communities training.*

**Requirement 5** – Nhill Lutheran School periodically reviews the effectiveness of the strategies put into practice and, if considered appropriate, revise those strategies through:

- *regularly reviews by School Council of safety policies through the annual Policy Register cycle who review and monitor changes;*
- *a review of the policy following an incident or issue;*
- *communication to the wider school community of updates and changes following a review via the newsletter, staff meetings and staff training*

## Standard 2 – A Child Safe Policy or Statement of Commitment to Child Safety

Child safety Standard 2 (clause eight of Ministerial Order No. 870) has two specific requirements. They are that Nhill Lutheran School will ensure that:

- the values and principles that will guide the school in developing policies and procedures to create and maintain a child safe school environment; and
- the actions the school proposes to take to:
  - demonstrate its commitment to child safety and monitor the school’s adherence to its child safety policy or statement of commitment
  - support, encourage and enable school staff, parents, and children to understand, identify, discuss and report child safety matters, and
  - support or assist children who disclose child abuse, or are otherwise linked to suspected child abuse.
- inform the school community about the policy or statement, and make the policy or statement publicly available.

**Requirement 1:** Nhill Lutheran School has a child safety policy or statement of commitment to child safety that details:

- the values and principles that will guide the school in developing policies and procedures to create and maintain a child safe school environment;
  - *Nhill Lutheran School Mission and Vision Statement*
  - *Child Protection Policy*
  - *Mandatory Reporting Policy*
  - *Vision for Lutheran Schools*
  - *Growing Deep Leadership and Formation Framework*
  - *Ministerial Order 870*
  - *Victorian Institute of Teachers*
  - *Child Safety Code of Conduct*
  - *Protective Practices for Staff*
- the actions the school proposes to take to:
  - demonstrate its commitment to child safety and monitor the school’s adherence to its child safety policy or statement of commitment
    - *a standing agenda item at School Council meetings*
    - *a standing agenda item at Staff Meetings*
    - *a part of the employment process and new staff induction*
  - support, encourage and enable school staff, parents, and children to understand, identify, discuss and report child safety matters, and
    - *Parent Information Evenings*
    - *Staff meetings*
    - *Student Assemblies, Pastoral Care Program, Health & PE program, Curriculum*
  - support or assist children who disclose child abuse, or are otherwise linked to suspected child abuse.
    - *Child Protection Policy*
    - *Mandatory Protection Policy*

**Requirement 2:** Nhill Lutheran School informs the school community about the policy or statement, and make the policy or statement publicly available in the following ways:

- *parents receiving information regarding child safety published on the schools website, handbook, newsletter and phone app;*
- *safety information shared with parents at Parent Information Evenings;*
- *students receiving information regarding child safety through displayed information in classrooms, website and newsletter;*
- *staff meeting time allocated to child safety issues as standing agenda items;*
- *child safety being a part of the school’s induction process via the Induction Checklist that all staff sign off on;*
- *a standing agenda item for School Council under “Risk Management”*

### Standard 3 – A Child Safety Code of Conduct

Child safety Standard 3 (clause nine of Ministerial Order No. 870) has four specific requirements. They are that Nhill Lutheran School must have developed, endorsed and made public a code of conduct that:

- has the objective of promoting child safety in the school environment;
- sets standards about the ways in which school staff are expected to behave with children;
- takes into account the interests of school staff (including other professional or occupational codes of conduct that regulate particular school staff), and the needs of all children; and
- is consistent with the school's child safety strategies, policies and procedures as revised from time to time.

Requirement 1 – Nhill Lutheran School has the objective of promoting child safety in the school environment

- *classroom wall displays*
- *School publications –handbooks, website, newsletters*
- *School assemblies*

Requirement 2 – Nhill Lutheran School sets standards about the ways in which school staff are expected to behave with children

- *Child Protection Policy (in regards to harm)*
- *Mandatory Reporting Policy*
- *Protective Practices for Staff Policy*
- *Staff Code of Conduct Policy*
  - *Teachers hold a unique position of influence and trust that should not be violated or compromised. They exercise their responsibilities in ways that recognise that there are limits or boundaries to their relationships with students. The following examples outline some of those limits.*  
*A professional relationship will be violated if a teacher:*
    - *has a sexual relationship with a student*
    - *uses sexual innuendo or inappropriate language and/or material with students*
    - *touches a student without a valid reason*
    - *holds conversations of a personal nature or has contact with a student via written or electronic means including email,*
    - *letters, telephone, text messages or chat lines, without a valid context*
    - *accepts gifts, which could be reasonably perceived as being used to influence them, from students or their parents*
  - *A professional relationship may be compromised if a teacher:*
    - *attends parties or socialises with students*
    - *invites a student or students back to their home, particularly if no-one else is present*

Requirement 3 – Nhill Lutheran School takes into account the interests of school staff (including other professional or occupational codes of conduct that regulate particular school staff), and the needs of all children

- *the Staff Code of Conduct imbeds the Victorian Institute of Teaching Code of Conduct and Ethical Standards*
- *reporting to the Victorian Institute of Teaching any charges, committals for trial or convictions in relation to a sexual offence by a registered teacher, or certain allegations or concerns about a registered teacher.*

Requirement 4 – Nhill Lutheran School is consistent with the school's child safety strategies, policies and procedures as revised from time to time.

- *All policy, procedures and safety strategies are implemented centrally following any changes to all areas of the School (Handbook, Website, Diaries, Newsletters)*



## Standard 4 – School staff screening, supervision, training and other human resources practices that reduce the risk of child abuse by new and existing personnel

Child safety Standard 4 (clause ten of Ministerial Order No. 870) has six specific requirements. They are that Nhill Lutheran School must provide:

- Each job or category of jobs for school staff that involves child connected work must have a clear statement that sets out:
  - the job’s requirements, duties and responsibilities regarding child safety; and
  - the job occupant’s essential or relevant qualifications, experience and attributes in relation to child safety.
- All applicants for jobs that involve child connected work for the school must be informed about the school’s child safety practices (including the code of conduct).
- In accordance with any applicable legal requirement or school policy, the school must make reasonable efforts to gather, verify and record the following information about a person whom it proposes to engage to perform child connected work:
  - Working with Children Check status, or similar check;
  - proof of personal identity and any professional or other qualifications;
  - the person’s history of work involving children; and
  - references that address the person’s suitability for the job and working with children.
- The school need not comply with the requirements in step (3) above if it has already made reasonable efforts to gather, verify and record the information set out in steps (3)(a) to (3)(d), above about a particular individual within the previous 12 months.
- The school must ensure that appropriate supervision or support arrangements are in place in relation to:
  - the induction of new school staff into the school’s policies, codes, practices, and procedures governing child safety and child connected work; and
  - monitoring and assessing a job occupant’s continuing suitability for child connected work.
- The school must implement practices that enable the school governing authority to be satisfied that people engaged in child-connected work perform appropriately in relation to child safety.

**Requirement 1** - Each job or category of jobs for school staff that involves child connected work must have a clear statement that sets out:

- the job’s requirements, duties and responsibilities regarding child safety; and
- the job occupant’s essential or relevant qualifications, experience and attributes in relation to child safety.
  - *Position Descriptions include duties and responsibilities regarding child safety*
  - *All teaching staff require VIT registration (which includes a Working with Children’ Check)*

**Requirement 2** - All applicants for jobs that involve child connected work for the school must be informed about the school’s child safety practices (including the code of conduct).

- *During the Staff Induction process, staff are provided with information regarding Child Safety (policies, guidelines, etc.) and sign an Induction Statement that they know and understand the child safety expectations of the school*
- *All new staff complete the Valuing Safe Communities training, which incorporates Child Safety*

**Requirement 3** - In accordance with any applicable legal requirement or school policy, the school must make reasonable efforts to gather, verify and record the following information about a person whom it proposes to engage to perform child connected work:

- Working with Children Check status, or similar check;
- proof of personal identity and any professional or other qualifications;
- the person's history of work involving children; and
- references that address the person's suitability for the job and working with children.
  - *All staff must have VIT registration (which incorporates a Working with Children check)*
  - *A referee question regarding any past history with child safety is a part of the standard format*
  - *Cross-checking is completed with referees or external parties (such as VIT)*

**Requirement 4** - The school need not comply with the requirements in Requirement 3 if it has already made reasonable efforts to gather, verify and record the information set out in Requirements 1 to 4 about a particular individual within the previous 12 months.

- *(see above)*

**Requirement 5** - The school must ensure that appropriate supervision or support arrangements are in place in relation to:

- the induction of new school staff into the school's policies, codes, practices, and procedures governing child safety and child connected work; and
- monitoring and assessing a job occupant's continuing suitability for child connected work.
  - *All new staff undertake a Staff Induction program before beginning, including receiving a Staff Handbook on Child Safety procedures (policies, Crimes Act, mandatory notification, etc.) and sign an inducting checklist to verify that they know and understand the requirements for child safety (a checklist is available at [www.vrqa.vic.gov.au](http://www.vrqa.vic.gov.au), Staff Selection Checklist)*
  - *All new staff undertake a 6-month probation review*
  - *All staff undertake an annual review*

**Requirement 6** - The school must implement practices that enable the school governing authority to be satisfied that people engaged in child-connected work perform appropriately in relation to child safety.

- *Valuing Safe Communities training*
- *Staff training days which incorporate child safe updates*
- *Standing agenda item for staff days*
- *Standing agenda item for School Council meetings*
- *Communication of information to parents, students and staff on a regular basis*



## Standard 5 – Procedures for responding to and reporting allegations of suspected child abuse

Child safety Standard 5 (clause eleven of Ministerial Order No. 870) has four specific requirements. They are that Nhill Lutheran School must:

- have a clear procedure or set of procedures for responding to allegations of suspected child abuse in accordance with this clause and other legal obligations.
- ensure that the procedure is:
  - sensitive to the diverse characteristics of the school community;
  - made publicly available; and
  - accessible to children, school staff, and the wider community.
- ensure that the procedures:
  - (a) covers all forms of 'child abuse' as defined in the ETR Act;
  - (b) applies to allegations or disclosures of child abuse made by or in relation to a child, school staff, visitors, or other persons while connected to a school environment;
  - (c) identify the positions of the person or people who are responsible for:
    - promptly managing the school's response to an allegation or disclosure of child abuse, and ensuring that the allegation or disclosure is taken seriously;
    - responding appropriately to a child who makes or is affected by an allegation of child abuse;
    - monitoring overall school compliance with this procedure; and
    - managing an alternative procedure for responding to an allegation or disclosure if the person allocated responsibility under clause 11(3)(c)(i) cannot perform his or her role;
  - (d) include a statement that fulfilling the roles and responsibilities contained in the procedure does not displace or discharge any other obligations that arise if a person reasonably believes that a child is at risk of child abuse;
  - (e) clearly describe the actions the school will take to respond to an allegation of child abuse, including actions to:
    - inform appropriate authorities about the allegation (including but not limited to mandatory reporting);
    - protect any child connected to the alleged child abuse until the allegation is resolved; and
    - make, secure, and retain records of the allegation of child abuse and the school's response to it.
- ensure that the procedure must not:
  - prohibit or discourage school staff from reporting an allegation of child abuse to a person external to the school;
  - state or imply that it is the victim's responsibility to inform the police or other authorities of the allegation;
  - require staff to make a judgment about the truth of the allegation of child abuse; or
  - prohibit staff from making records in relation to an allegation or disclosure of child abuse.

Requirements 1, 3 and 4 – Nhill Lutheran School will have a clear procedure or set of procedures for responding to allegations of suspected child abuse in accordance with this clause and other legal obligations.

- *Child Protection Policy – Mandatory Reporting Policy*

Requirement 2 – Nhill Lutheran School will ensure that the procedure is:

- sensitive to the diverse characteristics of the school community;
  - made publicly available; and
  - accessible to children, school staff, and the wider community.
- *The Child Protection Policy is available on the website and handbooks for students, parents and the wider community*

## Standard 6 – Strategies to identify and reduce or remove risks of child abuse

Child safety Standard 1 (clause twelve of Ministerial Order No. 870) has five specific requirements. They are that Nhill Lutheran School must:

- develop and implement risk management strategies regarding child safety in school environments.
- identify and mitigate the risk(s) 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 (including the provision of services by contractors or outside organisations), and the characteristics and needs of all children expected to be present in that environment.
- identify risks of child abuse occurring in one or more school environments the authority must make a record of those risks and specify the action(s) the school will take to reduce or remove the risks (risk controls).
- monitor and evaluate the effectiveness of the implementation of its risk controls.
- ensure that appropriate guidance and training is provided to the individual members of the school governing authority and school staff about:

**Requirement 1** – Nhill Lutheran School develops and implements risk management strategies regarding child safety in school environments.

- *The school has a Risk Management process*
- *Risk is a standing agenda item at School Council*
- *Non structural changes – supervision of students, pre-employment checks*

**Requirement 2** – Nhill Lutheran School’s risk management strategies regarding child safety must identify and mitigate the risk(s) 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 (including the provision of services by contractors or outside organisations), and the characteristics and needs of all children expected to be present in that environment.

- *The school monitors visitors to the school by a visitor and contractor sign-in process*
- *The school has a boundary fence located around the perimeter*
- *Risk Management takes into account classrooms and learning areas, specialist rooms, sporting facilities, camps, staff office spaces, transport and excursions.*
- *A Risk Assessment is completed for all change of routine events and external events such as camps, excursions and sporting events*
- *The school has implemented a range of eSmart procedures to protect and monitor students online*

**Requirement 3** - If Nhill Lutheran School identifies risks of child abuse occurring in one or more school environments the authority must make a record of those risks and specify the action(s) the school will take to reduce or remove the risks (risk controls). Explanatory note: Different risk controls may be necessary for particular groups of children depending on the nature of the risk and the diverse characteristics of children affected by the risk.

- *Hazards and risks are recorded on a Hazards register*
- *Strategies are implemented to mitigate potential hazards / risks*
- *These new strategies or control measures are documented via the Risk Management form*



**Requirement 4** - As part of its risk management strategy and practices, Nhill Lutheran School must monitor and evaluate the effectiveness of the implementation of its risk controls.

- *Child safety policies and procedures are reviewed on an annual basis by School Council*
- *The Principal and staff review child safety procedures on a regular basis to assess the effectiveness of the internal controls*

**Requirement 5** - At least annually, Nhill Lutheran School must ensure that appropriate guidance and training is provided to the individual members of the school governing authority and school staff about:

- *Annual training on child safety (Mandatory Reporting, Crimes Act, etc.) for individual obligations and responsibilities, child abuse risks and the current safety standards*
- *The Valuing Safe Communities training once every 3 years*

## Standard 7 – Strategies to promote the participation and empowerment of children

Child safety Standard 1 (clause thirteen of Ministerial Order No. 870) has two specific requirements. They are that Nhill Lutheran School must:

- develop strategies to deliver appropriate education about:
  - standards of behaviour for students attending the school;
  - healthy and respectful relationships (including sexuality);
  - resilience; and
  - child abuse awareness and prevention.
- promote the child safety standards required by this Order in ways that are readily accessible, easy to understand, and user-friendly to children.

Requirement 1 – Nhill Lutheran School develops strategies to deliver appropriate education about:

- standards of behaviour for students attending the school;
  - *Behaviour Management Program (expectations, rights / responsibilities)*
  - *Pastoral Care Program*
  - *Assemblies*
- healthy and respectful relationships (including sexuality);
  - *Pastoral Care Program*
  - *Guest Speakers (sex education)*
  - *Health and PE Curriculum*
  - *Christian Studies Curriculum*
  - *Better Buddies Program*
  - *You Can Do It*
  - *Bounce Back*
  - *Daniel Morcombe Curriculum*
- resilience; and
  - *Pastoral Care Program*
  - *Health and PE Curriculum*
  - *Christian Studies Curriculum*
  - *Bounce Back*
- child abuse awareness and prevention
  - *Pastoral Care Program*
  - *Health and PE Curriculum*
  - *Christian Studies Curriculum*
  - *Daniel Morcombe Curriculum*
  - *Assemblies*

Requirement 2 – Nhill Lutheran School promotes the child safety standards required by this Order in ways that are readily accessible, easy to understand, and user-friendly to children.

- *Display of classroom posters "Child Safety at Nhill Lutheran School" with easy to read contact information at school and external organisations*
- *Contact information on school website*



In addition to implementing the standards, the School implements the principles of inclusion through our Pastoral Care Program and Christian Studies Curriculum.

We understand that allegations of abuse that involve Aboriginal and Torres Strait Islander children, children from diverse backgrounds or children with disabilities will require varied and particular responses to ensure that appropriate action is taken. This School provides training for all of our Child Safety Officers that specifically cover how to make a culturally appropriate and sensitive response to allegation of abuse in order to overcome any impairments or barriers culturally diverse students or students with a disability may face.

The School is committed to ensuring that the needs of all students including, but not limited to, Aboriginal and Torres Strait Islander students, students from culturally or linguistically diverse backgrounds and students with disabilities or who are vulnerable are taken into account in the development and implementation of the Child Safe Program.

