

Bannockburn College is committed to embedding a child safe culture by implementing the following strategies.

College Council		
Strategy	Action	Responsibility
The college governing authority (College Council) communicates that it has zero tolerance of child abuse .	Statement of commitment to appear on the college website.	Principal & College Council President
	Statement made at the beginning of each year in the college newsletter.	Principal & College Council President
Child safety is a standing item for discussion at meetings of the college council.	Child safety to be a standing agenda item on at least 4 occasions in a given year.	Principal & College Council President
Child safety strategies are developed and enhanced through ongoing review of the effectiveness of practice.	This statement to be reviewed annually by College Council.	Principal & College Council President
An appropriate reporting process is in place for child abuse that includes overseeing outcomes.	This statement that outlines the reporting process is developed and reviewed annually by College Council.	Principal
The college council oversees the implementation and improvement of child safety strategies.	Achieved through actions listed above.	All members of College Council
The college council communicates with the college community about the college's child safety strategies and their implementation.	Statement of commitment to child safety appears on the college website.	Principal & College Council President
	Statement made at the beginning of each year in the college newsletter.	Principal & College Council President
The college reports on child safety in its annual report.	Mention of child safety made in the 'wellbeing section' of the Annual Report.	Principal

College staff (includes contractors and volunteers)

Strategy	Action	Responsibility
<p>Ensuring awareness of the child safety strategies in place at our college and the allocated roles and responsibilities assigned to staff.</p>	<p>Induction in child safety for all staff (including contractors & volunteers)</p> <p>Student Wellbeing Team to agenda student safety at least once each term.</p> <p>Leadership Team to agenda child safety as a standing item at each meeting.</p> <p>Child safety is a standing item for discussion at whole staff meetings at least once each term. In a calendar year this will include training with regards to:</p> <ul style="list-style-type: none"> • Communicating our whole college approach to child safety and the responsibilities of all staff in acting accordingly • Detecting inappropriate behaviour • Encouragement to report and the process for reporting inappropriate behaviour. 	<p>Principal and Assistant Principal in charge of student wellbeing</p>
<p>Pre-employment reference checks that include checking for child safety through:</p>	<p>Pre-employment checks to include:</p> <ul style="list-style-type: none"> • Checking of identification for staff as part of recruitment. • Criminal history checks and confirming currency of Working with Children Check/Victorian Institute of Teaching registration. • Obtaining verified academic transcripts for staff as part of recruitment. • Query gaps in employment history. • Reference checks with previous employers and other relevant contacts. 	<p>Principal</p>

Foster a culture of openness with approachable and supportive leaders.	Leadership to always role model a willingness to listen and respond appropriately to all situations without favour or bias.	All principal class officers
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Children		
Strategy	Action	Responsibility
Children are made aware of how to detect and report inappropriate behaviour. Children are encouraged to report inappropriate behaviour.	A protective behaviours program (or equivalent) is to be delivered across the college each year. The program will include: <ul style="list-style-type: none"> Helping children identify situations that 'don't feel right' Informing children as to how they can report inappropriate behaviour Encouragement for children to report inappropriate behaviour 	Principal and Assistant Principal in charge of student wellbeing
The college has nominated contact persons that children can approach in relation to child safety.	Nominated contact people to be the Principal or Assistant Principal	Principal and Assistant Principal
The college has child safety reporting procedures.	A document outlining child safety reporting procedures to be developed and shared with staff and parents. This document to appear on the college website.	Principal and Assistant Principal
The college provides counselling and other resources to support children.	Considered response is implemented in all cases where child safety concerns have been raised, including counselling for affected students.	Principal and Assistant Principal

Environment		
Strategy	Action	Responsibility
The college has child safety strategies in place for all physical college environments,	The college has a Child Safe policy that includes strategies for managing physical environments.	Principal and Assistant Principal i

	<p>This will include:</p> <ul style="list-style-type: none"> ○ regularly reviewing the physical environment to ensure all risks are identified and managed ○ assessing new or changed physical environments for child safety risks ○ supervising or monitoring activities. 	
<p>The college has child safety strategies for its online environments (eg intranets, online learning systems, social media)</p>	<p>The college has a Child Safe policy that includes strategies for managing online learning environments. This will include:</p> <ul style="list-style-type: none"> ○ clear boundaries of roles between staff and children ○ proactive strategies to detect inappropriate behaviour such as online searches (Google, Facebook etc). 	<p>Principal, Assistant Principal and IT Leader</p>
<p>Visitors are appropriately screened and supervised.</p>	<p>The college has a Child Safe policy that includes strategies to minimise the chances of visitors posing a risk to students</p>	<p>Principal and Assistant Principal</p>