



## The Victorian Child Safe Standards

The Victorian Child Safe Standards comprise seven Standards and three Principles.

The seven Standards are as follows:

**Standard 1:** Strategies to embed an organisational culture of child safety, including through 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 addition to the seven Standards, the College is required to take into consideration the following three Principles as part of our response to each Standard:

**Principle 1:** promoting the cultural safety of Aboriginal and Torres Strait Islander children;

**Principle 2:** promoting the cultural safety of children from culturally and/or linguistically diverse backgrounds; and

**Principle 3:** promoting the safety of children with a disability.

The Minister for Education has published Ministerial Order No. 870 that prescribes certain matters with which registered schools in Victoria must comply as part of their registration requirements.

Newhaven College has established and implemented our Child Protection Program in accordance with the Victorian Child Safe Standards.

The table below sets out each Standard with a summary of how we comply with that Standard.

	<b>Short Description</b>	<b>How Newhaven College Applies this Standard</b>
1	Organisational culture of child safety, including through effective leadership arrangements	Newhaven College complies with this Standard in a number of ways including: <ul style="list-style-type: none"><li>• the development of this Child Protection Program, our Child Safe Policy and Child Safe Code of Conduct</li><li>• the appointment of senior staff members as the College's Child Protection Officers who act as "Child Protection Champions" and are tasked with the overall responsibility for embedding an organisational culture of child protection in the College</li><li>• each Board director, staff member and Direct Contact Volunteer having to complete Child Protection Training which provides information with respect to key risk indicators of child abuse and reporting procedures</li><li>• establishing clear guidelines for reporting child abuse concerns</li><li>• creating an environment supportive of children from culturally diverse backgrounds and children with disabilities.</li></ul>
2	A child safe policy or statement of commitment to child safety	Newhaven College has developed and implemented a Child Safe Policy that describes the key elements of our approach to child protection as well as an overarching set of principles guiding the development of policies and procedures to protect children from child abuse.  Our Child Safe Policy is published through various mediums including our public website.

3	A code of conduct that establishes clear expectations for appropriate behaviour with children	Newhaven College has created a plain English Child Safe Code of Conduct which specifies appropriate standards of behaviour for adults towards students in all College environments, including outside of school hours.
4	Screening, supervision, training and other human resources practices that reduce the risk of child abuse by new and existing personnel	<p>Newhaven College has created child safe human resources practices including those relating to:</p> <ul style="list-style-type: none"> <li>• Recruitment, Selection and Screening</li> <li>• Working with Children Checks</li> <li>• Child Protection Training</li> <li>• Our Child Safe Culture</li> </ul>
5	Procedures for responding to and reporting allegations of suspected child abuse	<p>Newhaven College has established simple and accessible procedures for anyone to report a child abuse concern internally to one of the College's Child Protection Officers.</p> <p>Newhaven College has developed and implemented procedures for Board directors, staff and Direct Contact Volunteers for responding to allegations and disclosures of child abuse, or suspected child abuse, including procedures for support following a disclosure by a student. Refer to our Procedures for Responding to and Reporting Allegations of Child Abuse.</p> <p>Reporting procedures for Third Party Contractors, External Education Providers, Indirect Contact Volunteers, parents/carers and other community members are included in our Child Safe Policy which is available on our public website.</p> <p>Age-appropriate reporting procedures for students are developed through our pastoral care program.</p>
6	Strategies to identify and reduce or remove the risk of abuse	<p>The College has adopted a risk management approach to child safety. Key risk indicators of child abuse are documented in our Child Protection Program and also included in our Child Protection Training.</p> <p>The College has developed a number of strategies, policies and procedures to create a risk-based approach to child safety and protection. Refer to Child Protection Risk Management.</p>

7	Strategies to promote the participation and empowerment of children	Newhaven College has developed strategies to promote the participation and empowerment of children including policies and procedures related to age appropriate pastoral care and supporting children with disabilities and children from culturally diverse backgrounds.
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### **Principle of Inclusion**

In addition to implementing the Standards, the College implements principles of inclusion prescribed by the Standards and Ministerial Order No. 870 through our:

- Disability Discrimination Policy
- Culturally and Linguistically Diverse Students Policy.

These policies address the three Principles in addition to our response to each Standard.

Newhaven College 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 when the College develops and implements our Child Protection Program.

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.