

CHILD SAFE ORGANISATION POLICY



LAUNCESTON
CHRISTIAN
SCHOOL

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Introduction

LCS has developed the following Child Safe Organisation Policy as an overarching statement that provides key elements of our approach to protecting children and young people from abuse, neglect, and grooming and sets the tone for the School's entire Child Safe Program.

The Policy is designed to be LCS's public statement of commitment to child safety and a demonstration of the School leaders' commitment to champion child safety in our School.

The School's Child Safe Organisation Policy has been approved and endorsed by the School's Board.

Scope

The Policy is reviewed at least annually, in light of experience, the effectiveness of procedures, and the publication of relevant research.

The Policy is published on our public website as well as communicated through other mediums such as newsletters, our annual report, and in induction and welcome packs for Board members, Staff members, Volunteers, and Third-Party Contractors.

Policy Objectives

This Policy provides the framework for:

- the development of work systems, practices, policies, and procedures that promote child safety, protection, and wellbeing within the School;
- the creation of safe and supportive School Environments and a positive and robust child safe culture;
- the promotion and open discussion of child protection issues within the School; and
- complying with all laws, regulations, and standards relevant to child protection in Tasmania.

Our Statement of Commitment

LCS is committed to providing education and care to children and young people to assist them to develop into responsible, supported students, positively connected to each other and to the communities in which they live and which they will serve.

The School is committed to ensuring the safety, protection, and wellbeing of all children and young people at the School and in all School Environments and is dedicated to protecting them from abuse, neglect, and grooming.

At LCS, we have zero tolerance for child abuse, neglect, and grooming.

The School regards its child protection responsibilities with the utmost importance, and as such is committed to providing the necessary resources to ensure compliance with all relevant child protection laws and regulations and to maintain safe and supportive School Environments for all children and young people.

Our Child Safe Values and Principles

The School's commitment to child safety is based on the following overarching principles that guide the development and regular review of our work systems, practices, policies, and procedures to protect children from abuse.

1. All children and young people have the right to be safe.
2. The welfare and best interests of the child or young person are paramount.
3. The views of the child or young person and their privacy must be respected.
4. Clear expectations for appropriate behaviour with children and young people are established in our Child and Young Person Safety Code of Conduct and Maintaining Professional Boundaries policy.
5. The safety of children and young people is dependent upon the existence of a child-safe culture.
6. Child safety awareness is promoted and openly discussed within our School community.
7. Procedures are in place to screen all Staff, LCS Board members, Volunteers, Third Party Contractors, and External Education Providers following the Registration to Work with Vulnerable People Act 2013 (Tas).
8. Child safety and protection are everyone's responsibility.
9. Child protection training is mandatory for all LCS Board members, Staff members, direct contact Volunteers, and direct contact Contractors.
10. Procedures for responding to alleged or suspected incidents of child abuse, neglect, or grooming are simple and accessible for all members of the School community.
11. Procedures are in place to ensure all School premises are designed to ensure the safety of children and young people.

Our Child Protection Officers

As part of our commitment to child safety and protection, LCS has appointed several Child Protection Officers as honest, mature, ethical, and experienced members of the School community who can deal with sensitive issues relating to child protection and safety.

Our Child Protection Officers are available to answer any questions that you may have concerning our Child Safe Organisation Policy and the Child Safe Program.

Name	Position	Email Address
Irene Niebuur	Head of Junior School	niebuuri@lcs.tas.edu.au
Bonnie Armstrong	Acting Head of Middle School	armstrongb@lcs.tas.edu.au
Nathan Hill	Acting Head of Senior School	hilln@lcs.tas.edu.au
Sacha Marshall	Junior School Coordinator (K-2)	marshalls@lcs.tas.edu.au
Terry Lake	Junior School Coordinator (3-6)	laket@lcs.tas.edu.au
Stephen Matthews	Year 7/8 Coordinator	matthewss@lcs.tas.edu.au
James McGeachy	Year 9 Coordinator	mcgeachyj@lcs.tas.edu.au
Ryan Bosker	Year 10 Coordinator	boskerr@lcs.tas.edu.au
Aileen Lake	Year 11/12 Coordinator	lakea@lcs.tas.edu.au
Angela Curtis	Pastoral Counsellor	curtisa@lcs.tas.edu.au

Child and Young Person Protection Responsibilities

The School acknowledges that child and young person protection is everyone's responsibility.

At LCS all members of the Board, Staff members, Volunteers, Third-Party Contractors, and External Education Providers have a shared responsibility for contributing to the safety and protection of children and young people. Specific responsibilities for each group of the School community are further explained in the Who is Responsible for Child Protection? section of our Child Safe Program.

Reporting Child Protection Concerns

Our Child Safe Program provides detailed guidance for all members of the School community as to how to identify key risk indicators of child abuse, neglect, and grooming and detailed procedures for Staff, Volunteers, and Contractors to report child abuse, neglect, or grooming incidents to relevant external authorities. Following any mandatory report, the Principal or one of our School's nominated Child Protection Officers should be advised.

External Education Providers, indirect contact Volunteers, Children, and Young People, Parents/Guardians, and other Community members who have concerns that a child may be subject to grooming are asked to contact the **Principal** by phoning 0400 674 287 or emailing **studentsafe@lcs.tas.edu.au**.

Communications will be treated confidentially on a 'need to know basis' and can be made without the threat of victimisation or punishment.

Whenever there are concerns that a child or young person is in immediate danger the Police should be called on 000.

Related Policies

Child and Young Person Code of Conduct
Maintaining Professional Boundaries Policy