



Cranbourne East Primary School ***STUDENT WELFARE*** ***POLICY***

RATIONALE

Cranbourne East Primary School endeavours to promote a healthy, supportive and secure environment for all children and to raise awareness of what makes students resilient, to develop strategies to reduce vulnerabilities, to build student and school connectedness, and to increase coping skills.

AIMS

Cranbourne East Primary School is a positive environment in which all teachers assume responsibility for student welfare, endeavouring to provide successful experiences for all children, where children feel safe and secure in a supportive environment where a sense of belonging and wellbeing are strengthened.

- Children develop positive social behaviours, problem solving and conflict resolution skills;
- Staff are confident, skilled and proactive in the management of Student Welfare issues;
- Communication processes and protocols are clear and well known to ensure the effectiveness of student welfare support;
- To ensure that appropriate privacy measures are in place.

IMPLEMENTATION

- Student Welfare is a shared responsibility between school, home and the community.
- The Primary Welfare Officer will coordinate student welfare across the School.
- The School will adopt a proactive and strategic stance with issues of Student Welfare.
- The School will implement welfare support structures and programs which prioritise and address the identified needs of individual students or the school as a whole.
- The School will access Student Support Services and other appropriate services to advise and assist in supporting students with specific welfare needs.
- The School will endeavour to implement and maintain a range of programs to support student welfare such as:
 - Peer Support
 - Student Awards
 - Drug Education
 - Committing to a whole School approaches to support wellbeing
 - Transition programs.
- The School will provide the following support structures:
 - Monitoring of, and responding to, protracted student absences
 - Trauma Management plan
 - Protocol for Mandatory Reporting
 - Student Support Groups for children in need
- The school will endeavour to cater for:
Children with identified specific welfare issues by creating support groups, developing appropriate individual programs including goals, monitoring performance and behaviour, and providing ongoing support.
- The school will cater for the Child Safety Standards through its welfare programs, School protocols and curriculum via the following:

- A Primary Welfare Officer will be appointed as contact for others who have questions or concerns or want to report an allegation of child abuse.
- Cranbourne East Primary School staff promotes the participation and empowerment of all children. When children have an environment in which they feel safe, respected and comfortable, they are more likely to speak on issues of safety and wellbeing.
- Empower students to have a formal voice of what needs to occur at the school from their perspective, with an identified forum and scheduled timeframe of when this will occur.
- Continually building upon the opportunities and avenues for participation and empowerment of all children within the School.
- Celebrating diversity and continually developing Cranbourne East Primary School's capacity to be a culturally and linguistically safe community, where respect and equality is enhanced in all things we do.
- Liaising with student groups within the school to establish standards of care, their rights, how to raise concerns, consulting mechanisms and the various manners that they can have a voice in this area as student leaders. Creating strategies and processes for this occur.
- Cranbourne East Primary School will create processes and protocols to make students aware of child safety and child abuse and their need to report matters of child abuse to authorities.
- Child safe information and curriculum will be developed.
- Cranbourne East Primary School will provide support for children impacted by abuse; including the development of a Student Support Plan in consultation with wellbeing professionals. Strategies may include development of a safety plan, direct support and referral to internal and external wellbeing professionals etc.
- Children will be made aware on how to report inappropriate behaviour.
- The school will create clearly understood and widely publicised child safety reporting procedures.

Mandatory Reporting

All VIT registered teachers and Principals, staff who have been granted permission by VIT to teach, registered doctors and nurses are all classified as 'Mandatory Reporters'. This classification obligates these people to make a report to Victoria Police and DHHS Child Protection as soon as practicable if they form a belief on reasonable grounds that:

A child has suffered or is likely to suffer significant harm as a result of physical or sexual abuse, and;

The child's parents have not protected or are unlikely to protect the child from harm or that type.

Cranbourne East Primary School will record any child safety complaints, disclosures or breaches of the Code of Conduct (and subsequent action) and store these to DET and Cranbourne East Primary School security and privacy conventions. To make processes, understandings and obligations clear, our School has appointed a dedicated Primary Welfare Officer. Staff should liaise with her on all child safety areas.

The following information has been taken from DET's PROTECT documents- *Identifying and Responding to ALL Forms of Abuse in Victorian Schools* and linked website www.education.vic.gov.au/protect

Forming a Suspicion

All staff suspicions that a child has been or may be in danger of being abused must be taken seriously. Cranbourne East Primary School staff should liaise with our Primary Welfare Officer and Principal, who will advise on the specific incident.

Receiving a Disclosure (current student or former student)

If a child discloses that they have been, are being, or are in danger of being abused, Cranbourne East Primary School staff must treat the disclosure seriously and take immediate action by following the Four Critical Actions for Schools: Responding to Incidents, Disclosures or Suspicions of Child Abuse. If a former student discloses historical abuse, all staff must act. If the former student is currently of school age and attending a Victorian school, staff must follow the Four Critical Actions for Schools. If the student is no longer of school age or attending a Victorian school, staff must still act by contacting Victoria Police.

Forming a Reasonable Belief

If Cranbourne East Primary School staff witness behaviour, have a suspicion or receive a disclosure of child abuse, that staff member needs to determine whether they have formed a Reasonable Belief that a child is being abused or is at risk of being abused. A reasonable belief does not require proof (but needs to be more than a rumour).

Six different identified types of abuse

All staff who believes that a child is being abused by any type of abuse or at risk of being abused must follow the Four Critical Actions for Schools. Detailed information on each area (physical and behavioural indicators) can be gained from DETs website- www.education.vic.gov.au/protect

1. Physical
2. Sexual
3. Grooming
4. Emotional
5. Neglect
6. Family Violence

EVALUATION

Ratified by School Council: 19th October 2016

This policy is to be reviewed annually or as policy is amended.