

Statement of Commitment - CYSS CGS

This Statement of Commitment was endorsed by the School Executive Committee on Friday 29 July 2016 and approved by the School Council on Monday 2 August 2016.

Commitment to Child and Youth Safety

Caulfield Grammar School (CGS) is committed to ensure the safety, welfare and wellbeing of students and children.

CGS aspires to have all children ("children" includes all persons under the age of 18) who attend the School feeling and being safe. The welfare of the children in our care will always be our first priority and we have a zero tolerance to child abuse.

Child abuse includes:

- any act committed against a child involving:
 - o a sexual offence; or
 - o grooming (which is a criminal offence in Victoria);
- the infliction, on a child, of –
 - o physical violence; or
 - o serious emotional or psychological harm;
- serious neglect of a child.

This Child and Youth Safety Statement of Commitment is an extension of our Vision, Mission and Values:

Mission

To enable quality learning every day in every experience for every learner for life.

Vision

To be a leading, internationally recognised, co-educational school fostering responsible global citizenship.

Values

We are one school inspired by our Anglican tradition and value

- Creativity and Innovation
- Excellence and Achievement
- Thriving and Belonging
- Cultivating a Passion in and for life

In support of this commitment, Caulfield Grammar School is dedicated to our Child and Youth Safe Strategy (CYSS) which includes now having in place relevant policies, procedures and training in place to effectively address the safety and wellbeing of students and other children in our care.

This commitment includes always aspiring to a school environment that is safe and supportive of

all students and requires all employees, contractors, volunteers, and visitors to adhere to standards of behaviour that assist with the protection of children from abuse.

The school environment includes at school, in transit, within the school-related cyber world, at any location where School-sponsored events or activities are occurring or where the School community's interests are being represented. It will continue to be evolved and developed over time to strive to achieving the objects of child safety.

Development of this Statement

This policy and statement of commitment was developed in collaboration with the School Executive Committee.

The Child and Youth Safety Policy and Statement of Commitment apply to all employees, contractors, volunteers, children and individuals involved in Caulfield Grammar School.

Children's Views on Safety

Caulfield Grammar School employees, contractors and volunteers encourage children to express their views. We listen to their suggestions and concerns, especially on matters that directly affect them. We actively encourage all children who use our services to 'have a say' about things that are important to them.

We teach children people about what they can do if they feel unsafe. We listen to and act on any concerns children, staff members or parents raise with us regarding child safety.

Valuing Diversity

We value diversity and do not tolerate any discriminatory practices. To achieve this we:

- promote the cultural safety, participation and empowerment of Aboriginal children and their families;
- promote the cultural safety, participation and empowerment of children from culturally and/or linguistically diverse backgrounds and their families;
- promote the cultural safety of children regardless of the sexual orientation;
- welcome children with a disability and their families and act to promote their participation.

Recruiting Employees, Contractors and Volunteers

Caulfield Grammar School aspires to apply the best practice standards in the recruitment and screening of employees, contractors and volunteers. We interview and conduct background checks on all employees and contractors and require Working With Children Checks for relevant positions. We also require Working With Children Checks for all volunteers as per the relevant guidelines. Our commitment to Child Safety and our screening requirements are included in all job advertisements.

Supporting Employees, Contractors and Volunteers

Caulfield Grammar School seeks to attract and retain the best employees, contractors and volunteers. We provide support and supervision so people feel valued, respected and fairly treated. We have developed a Code of Conduct to provide guidance to our employees, contractors and

volunteers, all of whom receive training on the requirements of the Code. This Code makes clear what is acceptable behaviour with respect to child safety and child abuse and what is not acceptable.

Reporting a Child Safety Concern or Complaint

All teachers at the School have been nominated as Contact People with the specific responsibility of responding to any complaints made by other employees, contractors, volunteers, parents, students and other children.

Complaints concerning child safety can also be made to:

- The School's councilors
- Any member of the School Executive Committee

Risk Management

We recognise the importance of a risk management approach to minimising the potential for child abuse or harm to occur and use this to inform our policy, procedures and activity planning. In addition to general occupational health and safety risks, we proactively manage risks of abuse to our children and have policies and procedures in place to deal with complaints of child abuse and reporting of child abuse to relevant authorities.

Reviewing this Statement

This Statement of Commitment will be reviewed annually and we undertake to seek views, comments and suggestions from children, parents, carers, employees, contractors and volunteers.

Authored by: Mike Gregory

Implemented: 2 August 2016

Ratification Level: School Council Ratified

Date: 2 August 2016

Review Date: Semester Two 2016