



CHILD SAFETY AND WELLBEING POLICY



Help for non-English speakers

If you need help to understand the information in this policy please contact the Victorian School of Languages (03) 9474 0500.

PURPOSE

The Victorian School of Languages (VSL)'s Child Safety and Wellbeing Policy demonstrates our school's commitment to creating and maintaining a child safe and child-friendly organisation, where children and young people are safe and feel safe.

This policy provides an overview of our school's approach to implementing [Ministerial Order 1359](#) which sets out how the Victorian Child Safe Standards apply in school environments.

It informs our school community of everyone's obligations to act safely and appropriately towards children and guides our processes and practices for the safety and wellbeing of students across all areas of our work.

SCOPE

This policy:

- applies to all school staff, volunteers and contractors whether or not they work in direct contact with students. It also applies to school council members where indicated
- applies in all physical and online school environments used by students during or outside of school hours, including other locations provided by for a student's use (for example, a school camp) and those provided through third-party providers
- should be read together with our other child safety and wellbeing policies, procedures, and codes – refer to the related school policies section below

DEFINITIONS

The following terms in this policy have [specific definitions](#):

- child
- child safety
- child abuse
- child-connected work
- child-related work
- school environment
- school staff
- school governing authority
- student
- volunteer

STATEMENT OF COMMITMENT TO CHILD SAFETY

The VSL is a child safe organisation which welcomes all children, young people and their families.

We are committed to providing environments where our students are safe and feel safe, where their participation is valued, their views respected, and their voices are heard about decisions that affect their lives. Our child safe policies, strategies and practices are inclusive of the needs of all children and students.

We have no tolerance for child abuse and take proactive steps to identify and manage any risks of harm to students in our school environments.

We promote positive relationships between students and adults and between students and their peers. These relationships are based on trust and respect.

We take proactive steps to identify and manage any risk of harm to students in our school environment. When child safety concerns are raised or identified, we treat these seriously and respond promptly and thoroughly.

Particular attention is given to the child safety needs of Aboriginal students, those from culturally and linguistically diverse backgrounds, international students, students with disabilities, those unable to live at home, children and young people who identify as lesbian, gay, bisexual, trans and gender diverse, intersex, queer LGBTIQ+ and other students experiencing risk or vulnerability. Inappropriate or harmful behaviour targeting students based on these or other characteristics, such as racism or homophobia, are not tolerated at our school, and any instances identified will be addressed with appropriate consequences.

Child safety is a shared responsibility. Every person involved in our school has an important role in promoting child safety and wellbeing and promptly raising any issues or concerns about a child's safety.

We are committed to regularly reviewing our child safe practices, and seeking input from our students, families, staff, and volunteers to inform our ongoing strategies.

ROLES AND RESPONSIBILITIES

School leadership team

Our school leadership team (comprising the Principal, three Assistant Principals and Leading Teachers) is responsible for ensuring that a strong child safe culture is created and maintained, and that policies and practices are effectively developed and implemented in accordance with Ministerial Order 1359.

The Principal and Assistant Principals will:

- ensure effective child safety and wellbeing governance, policies, procedures, codes and practices are in place and followed
- model a child safe culture that facilitates the active participation of students, families and staff in promoting and improving child safety, cultural safety and wellbeing
- enable inclusive practices where the diverse needs of all students are considered
- reinforce high standards of respectful behaviour between students and adults, and between students
- promote regular open discussion on child safety issues within the school community including at leadership team meetings, staff meetings and school meetings
- facilitate regular professional learning for staff and volunteers (where appropriate) to build deeper understandings of child safety, cultural safety, student wellbeing and prevention of responding to abuse
- create an environment where child safety complaints and concerns are readily raised, and no one is discouraged from reporting an allegation of child abuse to relevant authorities

School staff and volunteers

All staff and volunteers will:

- participate in child safety and wellbeing induction and training provided by the school or the Department of Education and Training, and always follow the school's child safety and wellbeing policies and procedures
- act in accordance with our *Child Safety Code of Conduct* (www.vsl.vic.edu.au)
- identify and raise concerns about child safety issues in accordance with our *Child Safety Responding and Reporting Obligations Policy and Procedures* (www.vsl.vic.edu.au), including following the [Four Critical Actions for Schools](#)
- ensure students' views are taken seriously and their voices are heard about decisions that affect their lives
- implement inclusive practices that respond to the diverse needs of students

School Council

In performing the functions and powers given to them under the *Education and Training Reform Act 2006*, school council members will:

- champion and promote a child safe culture with the broader school community
- ensure that child safety is a regular agenda item at school council meetings. (Child safety should be discussed at some meetings to ensure that a culture of child safety is being embedded and School Council members are informed and understand the issues)

- undertake annual training on child safety, using the Child Safe Standards School Council Training slide presentation available on [PROTECT](#).
- approve updates to, and act in accordance with the *Child Safety Code of Conduct* to the extent that it applies to school council employees and members
- when hiring school council employees, ensure that selection, supervision, and management practices are child safe. At the VSL, school council employment duties are delegated to the Principal who is bound by this policy

Specific staff child safety responsibilities

The Victorian School of Languages has nominated a Child Safety Coordinator in each VSL centre including Distance Education to support the Principal to implement our child safety policies and practices, including staff and volunteer training.

The responsibilities of the Child Safety Coordinator are outlined at [Guidance for child safety champions](#).

In addition to these, our Child Safety Coordinator VSL role and key responsibilities are available on [Appendix 1](#).

Our Principal, Area Managers and Child Safety Coordinators are the first point of contact for child safety concerns or queries and for coordinating responses to child safety incidents.

- The Principal is responsible for monitoring the school's compliance with the *Child Safety and Wellbeing Policy*. Anyone in our school community should approach the Principal if they have any concerns about the school's compliance with the *Child Safety and Wellbeing Policy*.
- The Principal is responsible for informing the school community about this policy, and making it publicly available.
- Other specific roles and responsibilities are named in other child safety policies and procedures, including the *Child Safety Code of Conduct*, *Child Safety Responding and Reporting Obligations (including Mandatory Reporting) Policy and Procedures*, and *Child Safety Risk Register*.

Our school will establish a Child Safety and Wellbeing Team. The Child Safety and Wellbeing Team will meet regularly to identify and respond to any ongoing matters related to child safety and wellbeing and provide input into school strategies.

The Principal and Leadership team monitors the Child Safety Risk Register.

CHILD SAFETY CODE OF CONDUCT

Our *Child Safety Code of Conduct* sets the boundaries and expectations for appropriate behaviours between adults and students. It also clarifies behaviours that are not acceptable in our physical and online environments.

We ensure that students also know what is acceptable and what is not acceptable so that they can be clear and confident about what to expect from adults in the school.

The *Child Safety Code of Conduct* (www.vsl.vic.edu.au) also includes processes to report inappropriate behaviour.

MANAGING RISKS TO CHILD SAFETY AND WELLBEING

At our school we identify, assess and manage risks to child safety and wellbeing in our physical and online school environments. These risks are managed through our child safety and wellbeing policies, procedures and practices, and in our activity specific risk registers, such as those we develop for off-site overnight camps, excursions, overseas school tours and facilities and services we contract through third party providers for student use.

Our *Child Safety Risk Register* is used to record any identified risks related to child abuse alongside actions in place to manage those risks. Our school Leadership team will monitor and evaluate the effectiveness of the actions in the *Child Safety Risk Register* at least annually.

The VSL's actions to promoting child safety and managing risk in physical and online environments are by:

- promoting a culture of online and physical safety for all students
- managing risk in physical spaces
- supervising appropriately
- promoting student safety online
- promoting acceptable behaviour by staff and volunteers
- consider procurement and third parties

ESTABLISHING A CULTURALLY SAFE ENVIRONMENT

At the VSL, we are committed to establishing an inclusive and culturally safe school where the strengths of Aboriginal culture, values and practices are respected.

We think about how every student can have a positive experience in a safe environment. For Aboriginal students, we recognise the link between Aboriginal culture, identity and safety and actively create opportunities for Aboriginal students and the Aboriginal community to have a voice and presence in our school planning, policies, and activities. We have developed the following strategies to promote cultural safety in our school community:

- Build a strong school culture to support cultural inclusion
 - begin events and meetings with a Welcome to Country or an Acknowledgement of Country as a standing agenda item
 - fly the Aboriginal and Torres Strait Islander flags on school grounds (at Head office)
 - display signs to Acknowledge Country and Traditional Owners (on our website and at Head Office entrance)
- Provide a welcoming environment for Aboriginal children
 - promote safety and inclusion of all aboriginal students, staff and families connected to our school
 - work with Koorie Education Support Officers to ensure an informed and respectful approach is taken to supporting Aboriginal students
- Guide and train staff and volunteers
 - staff to undertake CUST training
- Our *Aboriginal and Torres Strait Islander Education Plan* (www.vsl.vic.edu.au) outlines the measures we have in place to maintain an inclusive and culturally safe school for Aboriginal children and students.

STUDENT EMPOWERMENT

To support child safety and wellbeing at the VSL, we work to create an inclusive and supportive environment that encourages students and families to contribute to our child safety approach and understand their rights and their responsibilities.

Respectful relationships between students are reinforced and we encourage strong friendships in the school to ensure a sense of belonging through implementing elements of Respectful Relationships, our student code of conduct and our school values.

We inform students of their rights through the student code of conduct and give them the confidence to recognise unsafe situations with adults or other students and to speak to and act on concerns relating to themselves and their peers. We ensure our students know who to talk to if they are worried or feeling unsafe and we encourage them to share concerns with a trusted adult at any time. Students and families can also access information on how to report concerns to the Area Manager or child Safety Officer at the respective VSL centre office

When the school is gathering information in relation to a complaint about alleged misconduct or abuse of a child, we will listen to the complainant's account and take them seriously, check our understanding of the complaint, support the student and keep them (and their parents and carers, as appropriate) informed about progress.

The VSL supports child and student's empowerment through:

- providing appropriate and accessible information to students such as the school's *Child Safety and Wellbeing Policy* and *Child Safety Code of Conduct*
- document student participation in activities that contribute to the life of the school
- provide students with information about complaints processes
- provide training to staff and volunteers to be attuned to signs of harm and risk factors in students

FAMILY ENGAGEMENT

Our families and the school community have an important role in monitoring and promoting children's safety and wellbeing and helping children to raise any concerns.

To support family engagement, at the VSL we are committed to providing families and community with accessible information about our school's child safe policies and practices and involving them in our approach to child safety and wellbeing.

We will create opportunities for families to have input into the development and review of our child safety policies and practices and encourage them to raise any concerns and ideas for improvement.

We do this by:

- The VSL seeks input from the community – for example, through the school website, newsletters, other communications, School Council, subcommittees of School Council and Area Manager / Leadership meetings.

- All of our child safety policies and procedures will be available for students and parents at www.vsl.vic.edu.au
- VSL Family & Staff Bulletins & Area Newsletters will inform families and the school community about any significant updates to our child safety policies or processes, and strategies or initiatives that we are taking to ensure student safety.
- PROTECT Child safety posters are displayed at all VSL Centre offices. They are also included in the F-10 Student Language Passports and the VCE Student Handbook.

Additional methods the VSL engages families and communities in its child safety approach are by:

- Provide parents and carers with information about children's rights via newsletters, or parent information sessions.
- Regularly engage with parents, carers and students and discuss the needs of students through parent/teacher interviews, informal meetings
- Communicate with and appropriately involve families at all stages of the process if a concern is raised or complaint is made.
- Make child safety a standing item at School Council meetings
- Acknowledge the important role that families and communities play in monitoring children's safety and wellbeing and helping children to disclose concerns.

DIVERSITY AND EQUITY

As a child safe organisation, we celebrate the rich diversity of our students, families and community and promote respectful environments that are free from discrimination. Our focus is on wellbeing and growth for all.

We recognise that every child has unique skills, strengths and experiences to draw on.

We pay particular attention to individuals and groups of children and young people in our community with additional and specific needs. This includes tailoring our child safety strategies and supports to the needs of:

- Aboriginal children and young people
- children from culturally and linguistically diverse backgrounds
- children and young people with disabilities
- children unable to live at home or impacted by family violence
- international students
- children and young people who identify as LGBTIQ+

Our *Student Wellbeing and Engagement Policy* and the *Inclusion and Diversity Policy* provides more information about the measures we have in place to support diversity and equity.

Other VSL strategies and actions that support diversity and equity are:

- Anticipate the needs of students from diverse backgrounds and life circumstances especially from new emerging communities.
- Recognise dates that connect with your school community, for example: Cultural Diversity Week (March).
- Use images of students with diverse characteristics in school publications to reflect the school community.

SUITABLE STAFF AND VOLUNTEERS

At the VSL, we apply robust child safe recruitment, induction, training, and supervision practices to ensure that all staff, contractors, and volunteers are suitable to work with children.

Staff recruitment

When recruiting staff, we follow the Department of Education and Training's recruitment policies and guidelines, available on the Policy and Advisory Library (PAL) at:

- [Recruitment in Schools](#)
- [Suitability for Employment Checks](#)
- [School Council Employment](#)
- [Contractor OHS Management](#)

When engaging staff to perform child-related work, we:

- sight, verify and record the person's Working with Children clearance or equivalent background check such as a Victorian teaching registration (VIT)
- collect and record:
 - proof of the person's identity and any professional or other qualifications
 - the person's history of working with children

- references that address suitability for the job and working with children

Staff induction

All newly appointed staff will be expected to participate in our child safety and wellbeing induction program. The program will include a focus on:

- the *Child Safety and Wellbeing Policy* (this document)
- the *Child Safety Code of Conduct*
- the *Child Safety Responding and Reporting Obligations (including Mandatory Reporting) Policy and Procedures* and
- any other child safety and wellbeing information that school leadership considers appropriate to the nature of the role

Ongoing supervision and management of staff

All staff engaged in child-connected work will be supervised appropriately to ensure that their behaviour towards children is safe and appropriate.

Staff will be monitored and assessed to ensure their continuing suitability for child-connected work. This will be done by completion of annual performance plan reviews.

Inappropriate behaviour towards children and young people will be managed swiftly and in accordance with our school and department policies and our legal obligations. Child safety and wellbeing will be paramount.

Suitability of volunteers

All volunteers are required to comply with our *Volunteers Policy* (www.vsl.vic.edu.au) which describes how we assess the suitability of prospective volunteers and outlines expectations in relation to child safety and wellbeing induction and training, and supervision and management.

Additional information about the VSL's people management processes in line with Ministerial Order 1359:

- Provide all job applicants with the school's *Child Safety and Wellbeing Policy* and *Child Safety Code of Conduct* and links to child safety resources.
- Screen all staff, volunteers, leaders and school governing board members for their suitability during recruitment.
- Ask referees about the person's character and experience in working directly with children and young people.
- Communicate regularly with staff and volunteers about the *Child Safety and Wellbeing Policy* and *Code of Conduct*, at staff meetings, in newsletters and staff updates.
- Provide refresher child safe training for staff and volunteers.
- Include child safety and wellbeing as a regular agenda item for staff meetings at all levels of the organisation.
- Nominate a Child Safety Coordinator in each VSL centre including Distance Education and support them to facilitate the induction and training programs for staff and volunteers.
- Provide induction that covers:
 - the *Child Safety and Wellbeing Policy*
 - the *Child Safety Code of Conduct*
 - school values and philosophy
 - procedures for managing complaints
 - privacy and reporting protocols
- Train all staff and volunteers as appropriate to their roles, on topics such as:
 - child safety (including family violence)
 - mandatory reporting
 - diversity and inclusion
 - harassment and bullying

Make child safety a key part of recruitment processes:

- Provide role descriptions for staff and volunteers to clearly outline their duties and responsibilities regarding supervision, child safety and wellbeing, and diversity and inclusion. This may involve revising existing role descriptions.
- Make sure all staff, particularly those with mandatory reporting responsibilities, are aware of the up-to-date processes for making a report.
- Provide VSL Child Safety Coordinators with information to support their function relating to child safety, family violence and information sharing.
- Put a process in place to check staff and volunteers' working with children clearance status or equivalent background check on at least an annual basis.
- Include child safety in ongoing staff support, supervision and performance management processes.

- Align complaints processes with best practice, including the PROTECT Four Critical Actions and Reportable Conduct requirements.

CHILD SAFETY KNOWLEDGE, SKILLS AND AWARENESS

Ongoing training and education are essential to ensuring that staff understand their roles and responsibilities and develop their capacity to effectively address child safety and wellbeing matters.

In addition to the child safety and wellbeing induction, our staff will participate in a range of training and professional learning to equip them with the skills and knowledge necessary to maintain a child safe environment.

Staff child safety and wellbeing training will be delivered at least annually and will include guidance on:

- our school's child safety and wellbeing policies, procedures, codes, and practices
- completing the [Protecting Children – Mandatory Reporting and Other Legal Obligations](#) online module annually
- recognising indicators of child harm including harm caused by other children and students
- responding effectively to issues of child safety and wellbeing and supporting colleagues who disclose harm
- how to build culturally safe environments for children and students
- information sharing and recordkeeping obligations
- how to identify and mitigate child safety and wellbeing risks in the school environment

Other professional learning and training on child safety and wellbeing, for example, training for our volunteers, will be tailored to specific roles and responsibilities and any identified or emerging needs or issues.

Further information about the VSL's training program to equip staff and volunteers with knowledge, skills and awareness:

- Plan to resource and prioritise child safety training:
 - Develop and communicate your *Child Safe Code of Conduct, Child Safety and Wellbeing Policy, and Child Safety Responding and Reporting Obligations Policy*.
 - Include child safety improvement and training in school planning
 - Keep a record of all staff and volunteers who complete child safety training to ensure all are appropriately trained and training is refreshed as required.

School Council training and education

To ensure our school council is equipped with the knowledge required to make decisions in the best interests of student safety and wellbeing, and to identify and mitigate child safety and wellbeing risks in our school environment, the council is trained at least annually. Training includes guidance on:

- individual and collective obligations and responsibilities for implementing the *Child Safe Standards* and managing the risk of child abuse
- child safety and wellbeing risks in our school environment
- the VSL child safety and wellbeing policies, procedures, codes and practices

COMPLAINTS AND REPORTING PROCESSES

The VSL fosters a culture that encourages staff, volunteers, students, parents, and the school community to raise concerns and complaints. This makes it more difficult for breaches of the code of conduct, misconduct or abuse to occur and remain hidden.

We have clear pathways for raising complaints and concerns and responding and this is documented in our school's *Complaints Policy*. The *Complaints Policy* can be found at www.vsl.vic.edu.au

If there is an incident, disclosure, allegation or suspicion of child abuse, all staff and volunteers (including school council employees) must follow our *Child Safety Responding and Reporting Obligations Policy and Procedures* which can be found at www.vsl.vic.edu.au. Our policy and procedures address complaints and concerns of child abuse made by or in relation to a child or student, school staff, volunteers, contractors, service providers, visitors or any other person while connected to the school.

As soon as any immediate health and safety concerns are addressed, and relevant school staff have been informed, we will ensure our school follows:

- the [Four Critical Actions](#) for complaints and concerns relating to adult behaviour towards a child
- the [Four Critical Actions: Student Sexual Offending](#) for complaints and concerns relating to student sexual offending

Our *Student Wellbeing and Engagement Policy* and *Bullying Prevention Policy* cover complaints and concerns relating to student physical violence or other harmful behaviours. (www.vsl.vic.edu.au)

COMMUNICATIONS

The Victorian School of Languages is committed to communicating our child safety strategies to the school community through:

- ensuring that key child safety and wellbeing policies are available on our website including the *Child Safety and Wellbeing Policy* (this document), *Child Safety Code of Conduct*, and the *Child Safety Responding and Reporting Obligations (including Mandatory Reporting) Policy and Procedure*
- displaying PROTECT Child safety posters at all VSL Centre offices. They are also included in the F-10 Student Language Passports and the VCE Student Handbook
- print the PROTECT poster with the name of the centre Child Safety coordinator entered by the student on the poster in both the F-10 Language passports and the VCE Student Handbooks
- updates in our Area newsletters and Family Staff Bulletins
- ensuring that child safety is a regular agenda item at school leadership meetings, staff meetings and school council meetings

PRIVACY AND INFORMATION SHARING

The VSL collects, uses, and discloses information about children and their families in accordance with Victorian privacy laws, and other relevant laws. For information on how our school collects, uses and discloses information refer to: [Schools' Privacy Policy](#). at www.vsl.vic.edu.au

RECORDS MANAGEMENT

We acknowledge that good records management practices are a critical element of child safety and wellbeing and manage our records in accordance with the Department of Education and Training's policy: [Records Management – School Records](#)

REVIEW OF CHILD SAFETY PRACTICES

At the VSL, we have established processes for the review and ongoing improvement of our child safe policies, procedures, and practices.

We will:

- review and improve our policy every 2 years or after any significant child safety incident
- analyse any complaints, concerns, and safety incidents to improve policy and practice
- act with transparency and share pertinent learnings and review outcomes with school staff and our school community

RELATED POLICIES AND PROCEDURES

This *Child Safety and Wellbeing Policy* is to be read in conjunction with other related school policies, procedures, and codes. These include our:

- *Aboriginal and Torres Strait Islander Education Plan*
- *Bullying Prevention Policy*
- *Child Safety Responding and Reporting Obligations Policy and Procedures*
- *Child Safety Code of Conduct*
- *Child Safety Risk Register*
- *Complaints Policy*
- *Digital Learning (internet, Social Media and Digital Devices) Policy*
- *Inclusion and Diversity Policy*
- *Student Wellbeing and Engagement Policy*
- *Visitors Policy*
- *Volunteers Policy*

Related Department of Education and Training policies

- [Bullying Prevention and Response Policy](#)
- [Child and Family Violence Information Sharing Schemes](#)
- [Complaints Policy](#)

- [Contractor OHS Management Policy](#)
- [Digital Learning in Schools Policy](#)
- [Family Violence Support](#)
- [Protecting Children: Reporting Obligations Policy](#)
- [Policy and Guidelines for Recruitment in Schools](#)
- [Reportable Conduct Policy](#)
- [Student Wellbeing and Engagement Policy](#)
- [Supervision of Students Policy](#)
- [Visitors in Schools Policy](#)
- [Volunteers in Schools Policy](#)
- [Working with Children and other Suitability Checks for School Volunteers and Visitors](#)

Other related documents

- [Identifying and Responding to All Forms of Abuse in Victorian Schools](#)
- [Four Critical Actions for Schools](#)
- [Identifying and Responding to Student Sexual Offending](#)
- [Four Critical Actions for Schools: Responding to Student Sexual Offending](#)
- [Recording your actions: Responding to suspected child abuse – A template for Victorian schools](#)

POLICY STATUS, REVIEW AND APPROVAL

The Principal is responsible for reviewing and updating the *Child Safety and Wellbeing Policy* at least every two years. The review will include input from the School Council which has representatives from the parents/carers and the VSL community.

Policy last reviewed	May 2024
Consultation	School Council: TBC
Approved by	Principal
Next scheduled review date	2026

Appendix 1

VSL Child Safety Coordinator Role

The identification of a Child Safety Coordinator for each VSL Area provides students, staff and parents with a clearly identifiable support network in the event of a suspected child safety issue.

The VSL Child Safety Coordinator has been nominated due to their status within the VSL Area. They have demonstrated knowledge and professional judgement on child safety and wellbeing

Key Responsibilities

Child Safety Coordinators work with the school Leadership team, teachers, students, volunteers and the school community to create a child safe environment in the school.

Child Safety Coordinators will be able to:

Promote child safety culture

- Promote child safety and wellbeing. For example, at staff and parent meetings, through newsletters and staff bulletins.
- Ensure the school's child safety policies and procedures:
 - are current and fit for purpose
 - are publicly accessible
 - are known and implemented
- Promote a culture of listening to students and families and acting on their child safety concerns.
- Support staff and volunteers to focus on the child safety needs of vulnerable student

Provide support and guidance

- Be a point of contact for child safety concerns for staff, volunteers and students.
- Provide guidance to students, staff and volunteers on child safety policies and procedures.
- Work with school leadership to respond to child safety incidents.
- Maintain current skills and knowledge to support child safety and wellbeing, including:
 - child-focused complaint processes, reporting obligations and the Four Critical Actions
 - student rights, participation and empowerment
 - Aboriginal cultural safety and inclusive practices to meet students diverse needs
 - child safety risk management including online safety
 - child safety information sharing and record-keeping obligations
 - working with relevant agencies to refer students and families to appropriate support
 - keeping across emerging research and best practice guidance in child safety and wellbeing

Train and educate

- Provide child safety induction programs for new school staff, volunteers and school council members.
- Provide child safety training for school staff, volunteers and school council members.
- Ensure mandatory reporters complete the annual mandatory reporting training.
- Provide child safety updates and information to staff and volunteers, as needed.

Monitor, review and report

- Record child safety complaints and concerns, and analyse trends as needed.
- Coordinate reviews following significant safety incidents and recommend improvements.
- Maintain the school's child safety risk register with the school leadership team.
- Coordinate child safety policy and practice reviews in consultation with the school community.
- Maintain detailed, accurate, secure written records of concerns and referrals.