OneSchool Global

Child Safe Policy

Authorisation Date: 11/2026
OSG Document Code: POL_TAS_OP_Child Safe Policy_V2.1
Region: Tasmania

Child Safe Policy

<table>
<tr><td>OSG Document Code
POL_TAS_OP_Child Safe Policy_V2.1</td><td>Authorisation date:
11/2026</td><td>Next review date:
11/2029</td></tr>
<tr><td rowspan="2">Policy author
Teresa Neville, State Compliance and Business Manager</td><td rowspan="2">Reviewed by:
Frank Vetere, Regional Principal

Kath Merritt, Regional Director of Safeguarding</td><td>Endorsed by: OneSchool Global TAS Board on 16/11/2026</td></tr>
<tr><td>Approved by: OneSchool Global TAS Board on 16/11/2026</td></tr>
<tr><td>Local Document Code
(not applicable)</td><td colspan="2" rowspan="2">Associated documents
Child Safe Statement for Students, Child Safe Advice Flow Charts for Campus Principals, Child Safe Procedures for OSG Staff & Volunteers, Anti-Bullying Policy, Harassment Policy (student against student), Mandatory Reporting Policy, Staff & Student Handbooks, Staff, Volunteer, Student and Parent Code of Conducts, Global Child Protection Guidelines, Student ICT Policy, Student ICT Agreement – Primary, Student ICT Agreement – Secondary, Zoom Policy, Enrichment Program Policy, Enrichment Program Contract</td></tr>
<tr><td>Enquiries contact:
principal.tas@oneschoolglobal.com</td></tr>
</table>

1. POLICY STATEMENT

OneSchool Global Tasmania is dedicated to ensuring the safety and wellbeing of all children and young people involved within the organisation.

OneSchool Global Tasmania has developed the following Child Safe 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 Protection Program.

The School adheres to the requirements of the Child and Youth Organisations Framework, is committed to the National Principles for Child Safe Organisations and complies with the Reportable Conduct Scheme as well as other relevant legislation and frameworks (listed in Section 11. Legislation)

© Copyright OneSchool Global Ltd.

2. PURPOSE

The purpose of this Policy is to enable OSG Tasmania to protect children and young people from abuse, harm, neglect or reportable conduct whilst in our care.

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 protection culture
- the promotion and open discussion of child protection issues within the school that comply with all laws, regulations and standards relevant to child protection in Tasmania.

3. SCOPE

This policy applies to:

- Staff, parents/guardians and the school community who are involved with the school.
- Students who are learning onsite, offsite, or remotely through distance education.

4. DEFINITIONS

Term	Definition
Staff	All persons with responsibility for delivering services to students; Anyone involved in dealing with reports or allegations of child abuse or with access to children's or young people's records; All Board Members, the Principal, Management Team and staff and all those who are involved as volunteers.
Emotional or psychological abuse	Emotional or psychological abuse occurs when a child does not receive the love, affection or attention they need for healthy emotional, psychological and social development. Such abuse may involve repeated rejection or threats to a child. Constant criticism, teasing, ignoring, threatening, yelling, scapegoating, ridicule and rejection or continual coldness are all examples of emotional abuse. These behaviours continue to an extent that results in significant damage to the child's physical, intellectual or emotional wellbeing and development.
Bullying	Bullying is repeated, unreasonable behaviour directed towards a child that creates a risk to health and safety. Bullying involves the inappropriate use of power by one or more persons over another less powerful person or group and is generally an act that is repeated over time. Bullying has been described by researchers as taking many forms which are

© Copyright OneSchool Global Ltd.

	often interrelated and include: • Verbal (name calling, put downs, threats); • Physical (hitting, punching, kicking, scratching, tripping, spitting); • Social (ignoring, excluding, ostracising, alienating); and/or • Psychological (spreading rumours, stalking, dirty looks, hiding or damaging possessions).
Family violence	Family violence is defined as violence between members of a family or extended family or those fulfilling the role of family in a child or young person's life. Family violence occurs when children are forced to live with violence between adults in their home. It is harmful to children. It can include witnessing violence or the consequences of violence. Exposure to family violence places students and children at increased risk of physical injury and harm and has a significant impact on their wellbeing and development.
Grooming	Grooming is a term used to describe what happens when a perpetrator of abuse builds a relationship with a child with a view to abusing them at some stage. Grooming can take place in any setting where a relationship is formed, such as leisure, music, sports and religious activities, or in internet chatrooms, in social media or by other technological channels. There is no set pattern in relation to the grooming of children. For some perpetrators, there will be a lengthy period of time before the abuse begins. The child may be given special attention and, what starts as an apparently normal display of affection, such as cuddling, can develop into sexual touching or masturbation and then into more serious sexual behaviour. Other perpetrators may draw a child in and abuse them relatively quickly. Some abusers do not groom children but abuse them without forming a relationship at all.
Harm	Harm to a child is any detrimental effect of a significant nature on the child's physical, psychological or emotional wellbeing. It is immaterial how the harm is caused. Harm can be caused by: • physical, psychological or emotional abuse or neglect; • sexual abuse or exploitation; • a single act, omission or circumstance; and a series or combination of acts, omissions or circumstances.
Mandatory reporting	Mandatory reporting means the legal requirement of an individual to report known or suspected cases of abuse, including family violence.
Neglect	Neglect is the persistent failure or deliberate denial to provide the child with the basic necessities of life. Such neglect includes the failure to provide adequate food, clothing, shelter, adequate supervision, clean water, medical attention or supervision to the extent that the child's health and development is, or is likely to

	be, significantly harmed. Categories of neglect include physical neglect, medical neglect, abandonment or desertion, emotional neglect and educational neglect. The issue of neglect must be considered within the context of resources reasonably available.
Physical abuse	Physical abuse occurs when a person subjects a child to non-accidental physically aggressive acts. The abuser may inflict an injury intentionally or inadvertently as a result of physical punishment or the aggressive treatment of a child. Physically abusive behaviour includes (but is not limited to) shoving, hitting, slapping, shaking, throwing, punching, biting, burning, excessive and physically harmful over training, and kicking. It also includes giving children harmful substances such as drugs, alcohol or poison. Certain types of punishment, whilst not causing injury can also be considered physical abuse if they place a child are risk of being hurt.
Sexual abuse	Sexual abuse occurs when an adult or a person of authority (e.g. older) involves a child in any sexual activity. Perpetrators of sexual abuse take advantage of their power, authority or position over the child or young person for their own benefit. It can include making sexual comments to a child, engaging children to participate in sexual conversations over the internet or on social media, kissing, touching a child's genitals or breasts, oral sex or intercourse with a child. Encouraging a child to view pornographic magazines, websites and videos is also sexual abuse. Engaging children to participate in sexual conversations over the internet is also considered sexual abuse.
Sexual exploitation	Sexual exploitation occurs when children are forced into sexual activities that are then recorded in some way and/or used to produce pornography. Such pornography can be in the form of actual photos or videos or published on the internet. Exploitation can also involve children who are forced into prostitution.
Reportable conduct	Reportable conduct is grooming, physical violence, sexual offence and/or sexual misconduct, significant emotional or psychological harm, significant neglect, a relevant offence committed against, with or in the presence of a child, whether or not criminal proceedings in relation to the offence has been commenced or concluded.

5. CHILD SAFE COMMITMENT

OneSchool Global Tasmania 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.

© Copyright OneSchool Global Ltd.

At OneSchool Global Tasmania, we have a 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.

It is the responsibility of all stakeholders at OneSchool Global Tasmania, to understand the important responsibility they have to:

- protect students and children from all forms of abuse, bullying and exploitation;
- be alert to incidents of child abuse and neglect occurring outside the scope of our operations and services that may have an impact on the students to whom we provide a service; and
- create and maintain a child safe culture that is understood, endorsed and put into action by all the individuals who work for, volunteer or access our school.
- we expect all within our organisation, regardless of their role or level of responsibility, to act to safeguard children from such harm by:
- adopting the practices and behaviour we have set as our standard when carrying out their roles,
- reporting any abuse or neglect of which they become aware to our management and/or to external authorities responsible for child protection or to police, regardless of whether that abuse is being perpetrated by personnel within our organisation, or by those outside our organisation including those from the child's family, extended family, their family's extended network or strangers, and following the Harassment Policy (student against student),.

OneSchool Global Tasmania endorses and supports the principles of the United Nations Convention on the Rights of the Child, the Child Safe Standards recommended by the Royal Commission into Institutional Responses to Child Sexual Abuse, the Tasmanian Child and Youth Safe Organisations Framework, and is aligned with the Australian Human Rights Commission National Principles for Child Safe Organisations. The Convention recognises that children under the age of 18 years need special care and protection.

In recognition of our support for the Convention on the Rights of the Child, we make the following commitments and expectations with the purpose to protect the children, young people and families who engage with our school.

We are committed to safeguarding children and young people

Through our Child Safe Policy we document our clear commitment to safeguarding students and children from abuse and neglect. We communicate our commitment to all of our personnel and give them access to a copy of our Policy.

Our personnel know the behaviour we expect

We ensure that each person involved with our students understands their role and the behaviour we expect in relation to safeguarding students and children from abuse and neglect.

Our staff and volunteers are given a copy of and have access to the code of conduct and acknowledge their understanding of the document.

We minimise the likelihood of recruiting a person who is unsuitable

We have appropriate measures in place to minimise the likelihood that we will recruit a person who is unsuitable to work/volunteer with students or children. We have recruitment procedures that ensure:

- our safeguarding commitment is communicated to potential applicants for positions;
- face-to-face interviews are held which includes safeguarding-related questions;
- reference checks are undertaken; and
- screening verifications are undertaken, including identity, criminal record, working with children checks and qualification checks.

  All staff and volunteers must have a current and valid Working with Vulnerable People card that is less than 5 years old. The Campus Principal or delegate will notify

Induction and training are part of our commitment

We provide all new staff and volunteers with information during their induction about our commitment to safeguarding including our Child Safe Policy, Code of Conduct and Mandatory Reporting Policy. We have a process for ensuring all of our personnel complete Bravehearts training. We support ongoing annual education and training for our personnel to ensure safeguarding information is provided in an ongoing way.

Our personnel understand their responsibilities for reporting child abuse

Our policy for responding to child abuse is approved and endorsed by the board and applies to all staff and volunteers.

© Copyright OneSchool Global Ltd.

6. COMMITMENT TO MAINTANING A CHILD SAFE CULTURE

The School is committed to the National Principles for Child Safe Organisations. These principles guide the development and regular review of our work systems, practices, policies and procedures to protect children from abuse.

- Child safety and wellbeing is embedded in organisational leadership, governance and culture.
- Children and young people are informed about their rights, participate in decisions affecting them and are taken seriously.
- Families and communities are informed and involved in promoting child safety.
- Equity is upheld and diverse needs respected in policy and practice.
- People working with children and young people are suitable and supported to reflect child safety and wellbeing values in practice.
- Processes for complaints and concerns are child focused.
- Staff and volunteers are equipped with the knowledge, skills and awareness to keep children and young people safe through ongoing education and training.
- Physical and online environments promote safety and wellbeing while minimising the opportunity for children and young people to be harmed.
- Implementation of the National Child Safe Principles is regularly review and improved.
- Policies and procedures document how the organisation is safe for children and young people.

7. CHILD PROTECTION ONLINE MANAGEMENT SYSTEM (CPOMS)

CPOMS is a secure, role-based system used for the recording, management, and oversight of confidential child protection and safeguarding information. Access permissions are allocated according to staff roles to ensure that all records remain strictly confidential and that the integrity of the school's safeguarding processes is maintained.

All staff receive CPOMS training as part of their induction. Additional training and updates are delivered throughout the year by the Regional Director of Safeguarding. Staff can access current CPOMS training materials via the Child Protection and Safeguarding section of the Global Hub.

8. MANDATORY REPORTING

Under the Children, Young Persons and their Families Act 1997, educators and school staff are mandatory reporters who must report reasonable suspicions of child abuse or neglect to Strong Families, Safe Kids, Advice and Referral Line (ARL) by calling ARL on 1800 000 123.

Under the Tasmania Criminal Code, all adults have a legal obligation to report a reasonable belief of criminal child abuse to Tasmania Police (131 444 or 000 in an emergency).

© Copyright OneSchool Global Ltd.

In addition, if a student discloses abuse, or if an individual confesses to abusing a child within a pastoral setting, that information must be passed on directly to the Tasmanian Police under Section 14(7) the Children, Young Persons and their Families Act 1997.

9. REPOTABLE CONDUCT SCHEME OBLIGATIONS

The School will comply with its obligations under the Child and Youth Safe Organisations Act 2023 (Tas) by notifying the Office of the Independent Regulator upon becoming aware of allegations or reportable conduct involving a young person (under 18 years old) by an adult worker (over 19 years old) within the required statutory timeframes. This includes:

- Within 3 business days. the Principal must report reportable conduct to the Office of the Independent Regulator in writing and provide basic details such as the worker's name.
- Within 30 days: the Principal must provide an update including information about the allegation or conviction, whether any actions have been taken (for example, placing a limit on a worker's contact with children) and any written submissions.
- At the end of the investigation: the Principal must provide findings of the investigation, reasons for the findings and details of any action that have been taken as a result.

Reportable conduct is reported to the Office of the Independent Regulator at Report a concern.

10. FAILURE TO REPORT CHILD ABUSE

Failure to report child abuse is a criminal offence under the *Criminal Code Act 1924* (Tas) s 105A.

All adults in Tasmania have a legal obligation to contact Police if they have a reasonable belief that a child has been abused.

11. FAILURE TO PROTECT A CHILD OR YOUNG PERSON

Under *Children, Young Persons and Their Families Act 1997* (Tas) s 91, a person with a duty of care to a child must not intentionally take or fail to take action that could reasonably be expected to result in significant physical injury, sexual abuse, significant emotional or psychological harm, or harm or physical development/heath. Therefore, a teacher, Principal, or school staff member must protect any child or younger under their care. Failure to do so also carries up to two years imprisonment.

© Copyright OneSchool Global Ltd.

12. ONLINE SAFETY

OneSchool Global have a duty of care to take reasonable steps to protect students from any harm that should have reasonably been foreseen, including those that may be encountered within the online learning environment. Students are required to comply with the following policies when attending classes online including when learning through distance education.

- Zoom Policy
- Student ICT Policy
- Student ICT Agreement – Primary
- Student ICT Agreement – Secondary

The above policies are communicated to parents and students at the enrolment stage and further elaborated during student orientation and curriculum, e.g. OSGAware.

12.1 OSGAWARE – child protection and safeguarding program

OSGAware is a globally consistent, fully endorsed program to ensure students gain a full understanding of how to keep themselves and those around them safe and protected from harm.

Students work in groups during these workshops, to discuss and complete activities. Workshop content includes:

CONTENT – WORKSHOP		
Privacy settings and content ownership Sharing on the World Wide Web Risky places in the online world People online Online Bullying Online Grooming Sharing images and videos Law on harmful content Examples of how harmful content can leave a Digital footprint Reporting to the authorities	Privacy settings and content ownership Sharing on the World Wide Web Risky places in the online world People online Online Bullying Online Grooming Sharing images and videos Law on harmful content Examples of how harmful content can leave a Digital footprint Reporting to the authorities	Privacy settings and content ownership Sharing on the World Wide Web Risky places in the online world People online Online Bullying Online Grooming Sharing images and videos Sharing indecent and inappropriate images Manipulative behaviour Law on harmful content Examples of how harmful content can leave a Digital footprint Reporting to the authorities
CONTENT – WORKSHOP		
Network: Who do we have relationships with? Formal & Informal Relationships Marriage Healthy Vs Unhealthy Relationships Perceptions Stereotypes Personal Boundaries	Network: Who do we have relationships with? Formal & Informal Relationships Marriage Healthy Vs Unhealthy Relationships Perceptions Stereotypes Personal Boundaries	Network: Who do we have relationships with? Formal & Informal Relationships Marriage / Same Sex Marriage Forced Marriage Healthy Vs Unhealthy Relationships Perceptions Protected Characteristics Unconscious Bias Stereotypes Personal Boundaries

© Copyright OneSchool Global Ltd.

		Negative Physical Attention

13. 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 OneSchool Global Tasmania 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:

- Ensuring the Child Safe Policy is available for students and parents/guardians on the school's OneSchool Global Tasmania website
- Informing 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 when onsite and studying remotely through the Campus newsletters and Parent portal.
- Inform families of current processes and support available through the OSG Aware Parent Child Protection webinar (& training video) and allows parents/guardians to submit questions on program content or delivery etc. via the OSG Aware Hub OSG Aware Parent Questions
- Provide the opportunity for direct feedback via the OSG TAS Complaints & Grievances Register webform
- OneSchool Global Child Protection and Safeguarding Posters are displayed across the school and/or on digital signage.

14. CHILD PROTECTION OFFICER

As part of our commitment to child safety and protection, OneSchool Global Tasmania has appointed a Child Protection Officer on each campus who can deal with sensitive issues relating to child protection and safety. The Child Protection Officer is:

Jeremy Dunham
Mobile: 0437 186 419

© Copyright OneSchool Global Ltd.

The Child Protection Officer is available to answer any questions that you may have with respect to our Child Safe Policy and the Child Protection Program.

15. CHILD AND YOUNG PERSON PROTECTION RESPONSIBILITIES

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

OSG Tasmania Board

The OSG Tasmania Board is the School's governing body.

The OSG Tasmania Board reviews and approves the School's child safety policies required for registration as a non-government school, ensures that the School has and implements processes to comply with its child safety legl and regulatory obligations and ensures that the School has appropriate resources to effectively implement the National Principles, the Child and Youth Safe Standards and our Child Safety Program.

Campus Principal

The Campus Principal is responsible, and will be accountable, for the operational managements of the School, and Child Safety Program. The Campus Principal is responsible to taking all practical measures to ensure that this Child Safe Policy and the School's Child Safe Program is implemented effectively and that a strong and sustainable child safe culture is maintained within the School.

The Campus Principal is the "head" of the School for the purposes of the Reportable Conduct Scheme.

Leadership team

Staff who hold a leadership position is required to ensure that appropriate measures are made available in their area or responsibilities to allow the School's Child Safety Program to be effectively implemented within the School, and to support the Campus Principal in the practical application of the School's child safety strategies, policies, procedures and work systems.

Staff

All staff must comply with our Child Safe Policy and Staff and Volunteer Code of Conduct Policy and Procedure, be familiar with our Child Safety Program and understand their legal obligations with respect to the reporting of child abuse, neglect and other harm, and Working with Vulnerable People Registrations.

© Copyright OneSchool Global Ltd.

All staff must be aware of key indicators of abuse, neglect and other harm, be observant, and raised all child safety incidents and concerns with the Campus Principal.

To meet these obligations, all Staff must:

- Participate in child safety induction and on going training provided by the School
- Always follow the School's child safety policies and procedures in the Child Safety Program
- Act in accordance with the Staff and Volunteer Code of Conduct Policy and Procedure
- Identify, respond to and report child safety incidents and concerns
- Ensure that students' views are taken seriously and their voices are heard when making decisions that affect them
- Implement inclusive practices that respond to the diverse needs to students

Volunteers

All volunteers at the School are responsible for contributing to the safety and protection of students in the School environment.

To meet these obligations, all volunteers must:

- Comply with our Child Safe Policy and Staff and Volunteer Code of Conduct Policy and Procedure
- Understand their legal obligations with respect to their reporting of child abuse, neglect and other harm
- Raise all child safety concern with the Campus Principal/Child Protection Officer
- Participate in child safety induction and on going training provided by the School

16. STUDENT VOICE

Students have unique perspectives on learning, teaching and schooling, and should have the opportunity to actively shape their own education. Students have been active in the development and creation of this policy, and this is achieved by hearing their views, concerns and ideas.

OneSchool Global Tasmania will utilise its curricular and pastoral programs to enhance student awareness and voice in policies that are particularly relevant to them

17. IMPLEMENTATIO/N

The Child Safe Policy is published on the School's public website.

© Copyright OneSchool Global Ltd.

It is communicated through other mediums such as newsletters, our annual report and in induction for Board members, staff members, and volunteers.

18. MONITORING AND REVIEW

The Board conducts a review of the Child Safe Policy annually or as legislation changes.

The Board is responsible for ensuring that this Policy is reviewed and updated as needed and for approving this Policy.

19. LEGISLATION

- *Child and Youth Safe Organisations Act* 2023
- *Children, Young Persons and Their Families Act 1997* (Tas)
- *Criminal Code Act 1994* (Tas)
- *Education Act 2016* (Tas)
- *Education Regulations 2017 (Tas)*
- *Teachers Registration Act 2000*
- *Registration to Work with Vulnerable People Act 2013*
- *Registration to Work with Vulnerable People Regulations 2014*
- *National Principles for Child Safe Organisations*
- *Australian Human Rights Commission – Child Safe Organisations Guidelines*

Other

- Child and Youth Safe Organisations Framework 2023
- National Principles for Child Safe Organisations 2018
- Universal Principle for Aboriginal Cultural Safety
- *Working with Children (Risk Management and Screening) Act 2020* (Tas)
- Child and Youth Safe Standards recommended by the Royal Commission into Institutional Responses to Child Sexual Abuse
- *Family Law Act 1975* (Cth)
- *Anti-Discrimination Act 1998* (Tas)

© Copyright OneSchool Global Ltd.

20. VERSION CONTROL

Document Code	Date	Version No.	Nature of change
POL_TAS_ADM_Child Safe Policy_v1.0	07/2022	V1.0	Policy recreation, in line with current Anti-Bullying Policy, Harassment Policy and Mandatory Reporting Policy. Replaces old 'Child Protection Policy'.
POL_TAS_ADM_Child Safe Policy_v1.1	07/2023	V1.1	Moved policy to new template, added Child Safety Statement and moved Student Voice Statement to bottom of document.
POL_TAS_ADM_Child Safe Policy_v1.1	08/2024	V1.2	Policy reviewed, updates to related legislation
POL_TAS_OP_Child Safe Policy_V2.0	06/2026	V2.0	New policy template. Introduction of new child protection online management system, CPOMS.
POL_TAS_OP_Child Safe Policy_V2.1	11/2026	V2.1	Expanded scope to include students studying and learning online through distance education. New section on online safety and family engagement.

© Copyright OneSchool Global Ltd.