



Child Safe Policy

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Region: Tasmania

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Local Document Code Not applicable	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	
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1. POLICY STATEMENT

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 Policy is designed to be OneSchool Global Tasmania's public statement of commitment to child safety, specifically the National Principles for Child Safe Organisations. This policy is a demonstration of the school's commitment to champion child safety in our school.

The school's Child Safe Policy has been approved and endorsed by the school's Board. 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 for Board members, staff members, and volunteers.

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, 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.

2. PURPOSE

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, students, and parents and volunteers of OneSchool Global Tasmania.

4. DEFINITIONS (IF APPLICABLE)

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 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.
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 at 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.

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.

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 checks are undertaken, including identity, criminal record, working with children checks and qualification checks. (All staff and volunteers must have a current, valid Working with Vulnerable People card.)

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.

6. COMMITMENT TO MAINTAINING 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.

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.

7. CHILD PROTECTION OFFICERS

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.

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

8. CHILD AND YOUNG PERSON PROTECTION RESPONSIBILITIES

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

At OneSchool Global Tasmania all members of the Board, staff members, Volunteers, Students and External Education Providers have a shared responsibility for contributing to the safety and protection of children and young people.

9. MONITORING AND REVIEW

OneSchool Global Tasmania is committed to the continuous improvement of our Child Safe Policies and Procedures and to ensuring the School's compliance with National and State laws and regulations. This document will be reviewed at least every 3 years, however circumstances may result in the document being reviewed earlier to ensure overall effectiveness and to ensure compliance with all child protection related laws, regulations, and standards.

10. 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

11. LEGISLATION

- Tasmania's Child and Youth Safe Organisations Framework 2023
- Australian Human Rights Commission National Principles for Child Safe Organisations 2018
- *Children, Young Persons and Their Families Act 1997* (Tas)
- Child and Youth Safe Standards recommended by the Royal Commission into Institutional Responses to Child Sexual Abuse
- *Family Law Act 1975* (Cth)
- *Tasmanian Anti-Discrimination Act 1998* (Tas)
- *Anti-Discrimination Act 1998* (Tas)
- *Workplace Relations Act 1996* (Cth)

- *Workplace Health and Safety Act 2012 (Tas)*

12. VERSION CONTROL

Document Code	Date	Version No.	Nature of change
POL_TAS_ADM_Child Safe Policy_v1.0	07/2022	1.0	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	1.1	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	1.2	Policy reviewed, updates to related legislation
POL_TAS_OP_Child Safe Policy_V2.0	06/2026	2.0	New policy template. Introduction of new child protection online management system, CPOMS.