

Child Safety Policy

January 2023

Purpose

This document affirms our commitment to providing a child safe and child friendly environment, where children and young people with whom we have contact are safe and feel safe, and able to actively participate in decisions that affect their lives.

This policy sets out the requirements that the teachers, volunteers and authorised persons engaged by the Russian School of Newcastle must follow in providing a child safe and child friendly environment.

Scope

This policy applies to the teachers, volunteers and authorised persons engaged by the Russian School of Newcastle.

Responsibilities

All teachers and volunteers engaged by the Russian School of Newcastle are responsible for contributing to achieving a child safe environment. They are responsible for:

- complying with this policy, and related processes referred to in this policy
- reporting child safety concerns, as per the reporting procedures under related policies and other documents. All suspected or alleged child abuse must be reported to the appropriate authorities, as per the reporting procedures.

Managers are responsible for ensuring that teachers and volunteers whom they directly supervise or manage have read this policy and carry out their duties in accordance with this policy and related documents.

Compliance

All people to whom this policy applies must adhere to this policy at all times.

Non-compliance with this policy may constitute a breach of employment or contractual obligations, misconduct, harassment, discrimination or some other contravention of the law.

Failure to comply with this policy may result in disciplinary action and, in serious cases, termination of the person's employment or engagement.

Statement of commitment to child safety

The Russian School of Newcastle is committed to being a child safe and child friendly organisation that recognises, respects and promotes children's rights.

We recognise our responsibilities in keeping children safe from abuse from those associated with this organisation and will ensure that the safety of children is always our priority.

We take a zero-tolerance approach to child abuse. We value diversity and will not tolerate discriminatory practices.

In becoming a child safe organisation we will:

- foster an environment in which children are listened to, their views valued and their concerns acted upon
- actively encourage children to have a say about things that are important to them, including contributing to how we plan for, design and develop our services and activities
- proactively assess and manage the risk of abuse to children who come into contact with our services
- welcome concerns being raised about the safety of children with whom we have contact
- listen to and act decisively on any child safety concerns or allegations of abuse that are made have specific policies, procedures and supports in place to enable us to meet these obligations

Principles for creating and maintaining a child safe organization

The Russian School of Newcastle is committed to developing and implementing a child safe system. In developing and implementing the system we will:

- consult with teachers and other appropriate parties, including children
- develop a system that reflects the risks of child abuse within this organization
- take a preventative, proactive and participatory approach to child safety
- value and empower children to participate in decisions which affect their lives
- foster a culture of openness that supports all persons to safely disclose risks of harm to children

- recognise, respect and foster children's rights
- respect diversity in cultures and child rearing practices while keeping child safety paramount
- provide written guidance on appropriate conduct and behaviour towards and in the presence of children
- engage people who are suitable to work with children and have high quality staff and volunteer supervision and professional development
- ensure children know who to talk with if they are worried or are feeling unsafe, and that they are comfortable and encouraged to raise such issues
- report suspected abuse, neglect or mistreatment promptly to the appropriate authorities
- share information appropriately and lawfully with other organisations where the safety and wellbeing of children is at risk
- value the input of and communicate regularly with families and carers.

Related documents

- Procedures for reporting and responding to child safety concerns
- Human resources policy and procedures
- Child Wellbeing and Safety Act 2005
- Child Wellbeing and Safety Regulations 2007
- Public Administration Act 2004
- Children, Youth and Families Act 2005

Policy status

The contents of this document represent the current Child Safe Policy of the Russian School of Newcastle. This policy is approved under the authority of the Principal of the Russian School of Newcastle.

Endorsed by: Olga Korlevic
Principal Russian School of Newcastle

Signature:



Date:

23/01/2023

Modification and review

This policy is a live document and due to be reviewed on 31 January 2024 (or earlier, where indicated, as part of the risk management and review process). The Principal is responsible for reviewing this policy.

Document information

Criteria	Details
Document ID:	CP-31012023
Document Title:	Russian School of Newcastle - Child Safety Policy
Document owner:	Russian School of Newcastle
Document author:	Olga Korlevic
Version:	1.0