



**Launceston  
Grammar**

EST. 1846

# Child Safe Policy

Launceston Church Grammar School 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 Launceston Church Grammar School's public statement of commitment to child safety and a demonstration of the School leaders' 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 and welcome packs for Board members, staff members, Volunteers and Third Party Contractors.

## **Policy Objectives**

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
- complying with all laws, regulations and standards relevant to child protection in Tasmania.

### **Our Statement of Commitment**

Launceston Church Grammar School is committed to providing education and care to children and young people to assist them to develop into high-achieving, supported students, positively connected to each other and to the communities in which they live and which they will serve.

The School 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 Launceston Church Grammar School, 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.

### **Our Child Protection Values and Principles**

The School's commitment to child safety is based on the following overarching principles that guide the development and regular review of our work systems, practices, policies and procedures to protect children from abuse.

1. All children and young people have the right to be safe.
2. The welfare and best interests of the child or young person are paramount.
3. The views of the child or young person and their privacy must be respected.

4. Clear expectations for appropriate behaviour with children and young people are established in our Staff Professional Code of Conduct and Maintaining Professional Boundaries policy.
5. The safety of children and young people is dependent upon the existence of a child protection culture.
6. Child safety awareness is promoted and openly discussed within our School community.
7. Procedures are in place to screen all staff, Board members, Volunteers, Third Party Contractors and External Education Providers in accordance with the Registration to Work with Vulnerable People Act 2013 (Tas).
8. Child safety and protection is everyone's responsibility.
9. Child protection training is mandatory for all Board members, staff members, Direct Contact Volunteers and Direct Contact Contractors.
10. Procedures for responding to alleged or suspected incidents of child abuse, neglect or grooming are simple and accessible for all members of the School community.
11. Procedures are in place to ensure all School premises are designed to ensure the safety of children and young people.

### **Our Child Protection Officers**

As part of our commitment to child safety and protection, Launceston Church Grammar School has appointed a number of Child Protection Officers as honest, mature, ethical and experienced members of the School community 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.

### **Child and Young Person Protection Responsibilities**

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

At Launceston Church Grammar School all members of the Board, staff members, Volunteers, Third Party Contractors and External Education Providers have a shared responsibility for contributing to the safety and protection of children and young people. Specific responsibilities for each group of the School community are further explained in the [Child Protection Responsibilities](#) section of our Child Protection Program.

### **Reporting Child Protection Concerns**

Our Child Protection Program provides detailed guidance for all members of the School community as to how to identify key risk indicators of child abuse, neglect and grooming and detailed procedures for staff, Volunteers and Contractors to report child abuse, neglect or grooming incidents to relevant external authorities. Following any mandatory report, the Head of Campus or one of our School's nominated Child Protection Officers should be advised.

External Education Providers, Indirect Contact Volunteers, children and young people, parents/guardians and other community members who have concerns that a child may be subject to grooming are asked to contact the Head of Campus or the Senior Child Protection Officer, Nick Foster, Head of Senior Campus on 0419 440 149 or [nfoster@lcgs.tas.edu.au](mailto:nfoster@lcgs.tas.edu.au).

Communications will be treated confidentially on a 'need to know basis' and can be made without threat of victimisation or punishment.

Whenever there are concerns that a child or young person is in immediate danger the Police should be called on 000.

### **Child Protection Program Review & Improvement**

Launceston Church Grammar School is committed to the continuous improvement of our Child Protection Program and to ensuring the School's compliance with Tasmanian child protection laws and regulations.

The Program is regularly reviewed for overall effectiveness and to ensure compliance with all child protection related laws, regulations and standards.