



Child Safety & Wellbeing Policy

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Purpose

The Giant Steps 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 they work in direct contact with students or not. It also applies to school board members where indicated
- applies in all physical and online school environments used by students during or outside of school hours, including other locations provided for a student's use (for example, a school camp) and those provided through third-party providers

Child Safe Standard 1: Establishing a culturally safe environment

At Giant Steps 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
- Provide a welcoming environment for Aboriginal children
- Actively address racism
- Guide and train staff and volunteers
- Build knowledge of Aboriginal culture in school planning and curriculum
- Partner with Aboriginal communities
- Review and assess how the school supports cultural inclusion

Benefits of cultural safety

Being able to express their culture allows all children including Aboriginal children feel stronger and safer.

Aboriginal children and young people who don't feel safe being themselves and expressing their individuality may be less willing to report abuse.

Providing safe environments for children has positive, lifelong impacts that cannot be underestimated, and cultural safety is a key dimension of safety for Aboriginal children.

Key elements of cultural safety

Understand identity: Identifying as Aboriginal is one part of a child or young person's identity. Like everyone, Aboriginal people have different life experiences and characteristics. At Giant Steps we recognise that each person is unique with their own characteristics, strengths and challenges.

Respect culture: Culture and identity are linked. By supporting Aboriginal children to feel strong in their identity we also help them enjoy their cultural rights.

Australia's colonial history has caused significant trauma and hurt that individuals, families and communities still feel today. However, Aboriginal communities have a long history of resilience and growth in the face of adversity and trauma. At Giant Steps we show respect for the deep resilience of Victorian Aboriginal communities.

Eliminate racism and abuse: At Giant Steps culturally safe means taking the specific action needed to keep Aboriginal children and young people safe from abuse and harm.

We will address all forms of racism and consider attitudes and practices that are a barrier to providing a culturally safe environment and to address all forms of racism.

Actions

Giant Steps will encourage and actively support a child or student's ability to express their culture and enjoy their cultural rights in the following ways:

- equip staff, students, volunteers and the school community to acknowledge and appreciate the strengths of Aboriginal culture and understand its importance to the wellbeing and safety of Aboriginal children and students
- adopt measures to ensure racism is identified, confronted and not tolerated
- address any instances of racism within the school environment with appropriate consequences
- actively support participation and inclusion in the school by Aboriginal children, students and their families
- ensure school policies, procedures, systems and processes together create a culturally safe and inclusive environment and meet the needs of Aboriginal children, students and their families
- develop and endorse a policy or statement detailing the strategies and actions the school will take.

Child Safe Standard 2: Child safety and wellbeing is embedded in leadership, governance and culture

Giant Steps 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 and 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 where possible, families, staff, and volunteers to inform our ongoing strategies.

Roles and responsibilities

Our **school leadership team** (comprising the principal, assistant principal, primary, secondary school and therapy leaders) 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 school leaders 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 council 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 [<https://www.giantsteps.net.au/giant-steps-melbourne/>]
- identify and raise concerns about child safety issues in accordance with our Child Safety Responding and Reporting Obligations Policy and including following the [Four Critical Actions for Schools](#)
- where appropriate 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 Board

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

- champion and promote a child safe culture with the broader school community
- ensure that child safety is a regular agenda item at board meetings
- undertake annual training on child safety
- approve updates to, and act in accordance with the Child Safety Code of Conduct to the extent that it applies to school board employees and members
- when hiring school board employees, ensure that selection, supervision, and management practices are child safe (Note: At our school, school board employment duties are delegated to the principal who is bound by this policy).

Specific staff child safety responsibilities

Giant Steps has nominated a child safety champion to support the principal to implement our child safety policies and practices, including staff and volunteer training.

Our principal and child safety champion 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.

Child Safety and Wellbeing is an item on all meeting agendas. The leadership team, including the principal and child safety champion meet regularly to identify and respond to any ongoing matters related to child safety and wellbeing and monitor 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 also includes processes to report inappropriate behaviour.

Child Safe Standard 3: Child and student empowerment

To support child safety and wellbeing at Giant Steps 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 and peer support in the school to ensure a sense of belonging through implementation of our core values, Becoming Me program and Giant Jamboree.

We inform students of their rights through our Becoming Me program and teach and practice the skills and confidence to recognise unsafe situations with adults or other students and to speak up and act on concerns relating to themselves or 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 report concerns to the principal, school board, or administrative director.

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.

Child Safe Standard 4: 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 Giant Steps 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:

- through the school website, footnotes, board meetings, staff meetings
- all our child safety policies and procedures are available for parents through our school website <https://www.giantsteps.net.au/giant-steps-melbourne/>
- Our weekly newsletter Footnotes informs 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 across the school

Child Safety Standard 5: 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 provides more information about the measures we have in place to support diversity and equity.

Child Safe Standard 6: Suitable staff and volunteers

At Giant Steps 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 undertake:

- Child safe and safeguarding screening through the interview process
- Ensure suitability through WWC or VIT and where necessary NDIS verification for staff, contractors, visitors and volunteers including Board Members

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 or NDIS screening
- 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 Protecting Children - Mandatory Reporting and other obligations Non-Government Schools) 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 through performance reviews, day review, WWC/VIT/NDIS screening renewals and regular training.

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 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.

Child Safe Standard 7: Complaints and reporting processes

Giant Steps 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 Complaint Policy.

If there is an incident, disclosure, allegation or suspicion of child abuse, all staff and volunteers (including school board employees must follow our Child Safety Responding and Reporting Obligations Policy and

Procedures. 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.

Communications

Giant Steps 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 posters around the school
- updates in our school newsletter Footnotes
- ensuring that child safety is a regular agenda item at school leadership meetings, staff meetings and board meetings.

Privacy and information sharing

Giant Steps 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 the Privacy Policy.

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 for management of school records.

Child Safe Standard 8: 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.

School board and education

To ensure our school board 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 board 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
- Giant Steps child safety and wellbeing policies, procedures, codes and practices

Child Safe Standards 9: Child safety in physical and online environments

At our school we identify, assess and manage risks to child safety and wellbeing in our physical and online school environments. These risks are considered and addressed 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 excursions, overnight camps 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.

Child Safe Standard 10: Review of child safety practices

At Giant Steps 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.

Child Safe Standard 11: Implementation of child safe practices

Related policies and procedures

The Child Safety and Wellbeing Policy should be read in conjunction with a number of other school policies that relate to child protection that staff members must be aware of and understand (including but not limited to):

- **Child Safe Code of Conduct (2025)** - sets out information about the standards of behaviour expected of employees, contractors and volunteers at Giant Steps.
- **Occupational Health and Safety Statement** - identifies the obligations imposed by work health and safety legislation on the school and staff members.
- **Discrimination, Harassment and Bullying Statement** - summarises obligations in relation to unlawful discrimination, harassment and bullying.
- **Complaints Policy**
- **Supporting Student Engagement Policy**
- **Whistleblower Policy**
- **Volunteer Policy**
- **Privacy Policy**

Policies can be located on the school website and in the Policy file on Sharepoint.

Policy status and review

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 students (where possible), parents/carers and the Giant Steps Melbourne Board.