



## Statement of Commitment to Child Safety

Kardinia International College ('Kardinia') is committed to the protection of all children from all forms of child abuse and demonstrates this commitment through the implementation of a comprehensive child protection program designed to keep children safe.

Child abuse includes sexual offences, grooming, physical violence, serious emotional or psychological harm, serious neglect and a child's exposure to family violence. Our College has a zero tolerance for child abuse is committed to acting in children's best interests and keeping them safe from harm.

The College 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 maintain a child safe culture.

### Child Safe Policy & Program

Kardinia is committed to the effective implementation of its Child Safe policy and ensuring that it is appropriately reviewed and updated.

The College's Child Safe program addresses all aspects of protecting children from abuse and includes work systems, practices, policies and procedures such as:

- procedures for responding to and reporting allegations of child abuse;
- procedures for recruiting new staff, volunteers and appointing contractors;
- procedure for ensuring all existing staff, volunteers and contractors possess current VIT registration or Working With Children checks;
- wellbeing strategies designed to empower students and keep them safe;
- policies with respect to cultural diversity and students with disabilities;
- a child protection training program for all staff;
- steps to take after a disclosure of abuse to protect, support and assist children;
- guidelines with respect to record keeping and confidentiality;
- a process of review to ensure compliance with all relevant laws, regulations and standards (including the Victorian Child Safe Standards).

### Responsibilities

**The Principal** is responsible, and will be accountable for, taking all practical measures to ensure that this Child Safe Policy and the College's Child Protection Program are implemented effectively and that a strong and sustainable child protection culture is maintained within the College.

The **Heads of School** (Senior and Junior) are the College **Child Protection Officers** and receive additional specialised training with respect to child protection issues. They are the first point of contact for raising child protection concerns within the College. They are also responsible for championing child protection within the College and assisting in coordinating responses to child protection incidents.

**All staff**, volunteers and contractors are required to be familiar with the content of our Child Safe Policy. It is each individual's responsibility to be aware of key risk indicators of child abuse, to be observant, and to raise any concerns they may have relating to child abuse with one of the College's Child Protection Officers.

## **Reporting Concerns**

Our Child Protection program provides detailed guidance about how to identify key risk indicators of child abuse and how to report child abuse concerns to one of our College's nominated Child Protection Officers. It also contains detailed procedures with respect to the reporting of child abuse incidents to relevant authorities.

Third party contractors, external education providers, indirect contact volunteers, students, parents/ carers or other community members who have concerns that a child may be subject to abuse are asked to contact one of the School's Child Protection Officers or the relevant Head of School. All communications will be treated confidentially.

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