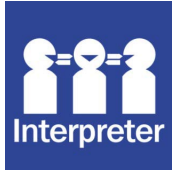


CHILD SAFETY AND WELLBEING POLICY



Help for non-English speakers

If you need help to understand the information in this policy please contact school reception.

PURPOSE

The Topirum Primary School 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 or not they work in direct contact with students. It also applies to school council members where indicated.
- applies in all physical and online school environments used by students during or outside of school hours, including other locations provided by for a student's use (for example, a school camp) and those provided through third-party providers
- should be read together with our other Child Safety and Wellbeing Policies, procedures, and codes – refer to the related school policies section below.

DEFINITIONS

The following terms in this policy have [specific definitions](#):

- child
- child safety
- child abuse
- child-connected work
- child-related work
- school environment
- school staff
- school governing authority
- student
- volunteer.

STATEMENT OF COMMITMENT TO CHILD SAFETY

Topirum Primary School is a child safe organisation which welcomes all children, young people and their families. Topirum Primary School is committed to the safety and wellbeing of all children and young people. This will be primary focus of our care and decision-making.

Topirum Primary School's mission is to offer students a well-rounded educational experience that prepares them with the academic, social and emotional skills to succeed in life.

Topirum Primary School's vision is to teach our students to become confident and creative young people, who pursue their passions and strive for excellence. They will have an inquiring mind and be empowered to become engaged citizens who contribute positively to society.

Topirum Primary School's values are curiosity, kindness, collaboration, excellence and perseverance.

Each value is supported by a 'learner attribute,' for students and staff to demonstrate as follows:

- We demonstrate curiosity by 'having a go,' and asking questions for challenges and new experiences. (learner attribute- Have a go)
- We demonstrate kindness by being kind, thoughtful and generous to others. (learner attribute- Be kind)
- We demonstrate collaboration by thinking of others and working together. (learner attribute- Think of others)
- We demonstrate excellence by trying your best and getting feedback. (learner attribute- Try your best)
- We demonstrate perseverance by being a determined learner. (learner attribute- Be a determined learner)

The Topirum Primary School Statement of Values and School Philosophy explicitly states a commitment to child safety including:

- All school leaders and staff model and create a child safe culture.
- All school leaders and staff model positive behaviour to students consistent with the standards of our profession
- All school leaders and staff behave in a manner consistent with the standards of our profession and meet core responsibilities to provide safe and inclusive environments
- All school leaders and staff plan, implement and review our work to ensure the care, safety, security and general wellbeing of all students at school
- All school leaders and staff identify and support students who are or may be at risk

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, 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, families, staff, and volunteers to inform our ongoing strategies.

Topirum Primary School is committed to ensuring each Child Safe Standard is championed and modelled in the school as follows:

Child Safe Standard 1: The Topirum Primary School Action Plan:

Aboriginal Learning, Wellbeing and Safety, outlines what the school will do to create a culturally safe environment for indigenous students and their families. The school annually acknowledges National Sorry Day, NAIDOC Week, Harmony Day and Anti- Racism Day. School leadership works closely with the Koorie Education Support Officer, to support students.

Child Safe Standard 2: Topirum Primary School Child Safety and Wellbeing Policy governs the implementation of a child safe environment at the school. Child safety policy, implementation and risk management is regularly an agenda item for school leadership meetings; a component of staff, visitor and volunteer induction, and a regular agenda item for staff meetings.

Child Safe Standard 3: The Topirum Primary School curriculum program and delivery ensure student voice and agency is a core component. The Respectful Relationships program and Sexuality and Consent education is delivered from prep-grade 6 across the school to ensure students understand their rights and can advocate for themselves and others. Student feedback and student forums are scheduled to regularly elicit feedback.

Child Safe Standard 4: The school engages and consults with the school community about child safe policy and approaches. As a new school in 2024, the principal will consult with the school community through forums, formal feedback measures (i.e. surveys) and with school council to refine and adopt child safety policy and its implementation.

Child Safe Standard 5: The Topirum Primary School Inclusion and Diversity Policy and The Topirum Primary School Student Wellbeing and Engagement Policy outline strategies to support the diverse needs of students with a disability, students from culturally and linguistically diverse backgrounds, students in out of home care, indigenous students and LGBTIQ+ students.

Child Safe Standard 6: The Topirum Primary School Visitor's Policy and The Topirum Primary School Volunteer's Policy provide rigorous processes to ensure the suitability of

persons engaged in child related work at the school. The principal adheres to DET policy on recruitment of staff and conducts staff induction and ongoing training on child safety policy and code of conduct.

Child Safe Standard 7: The Topirum Primary School Complaints Policy outlines the policy and process for making a complaint about the school or any person within the school. School leadership takes complaints seriously, with the principal ensuring recordkeeping, reporting and privacy obligations are met when responding to complaints and concerns.

Child Safe Standard 8: The Topirum Primary School Child Safety and Wellbeing Policy outlines training for staff, volunteers and school council regarding child safety policies, procedures and practices at the school. This includes training for staff in the MARAM (Multi-Agency Risk Assessment and Management Framework).

Child Safe Standard 9: The Topirum Primary School – Yard Duty and Supervision Policy, Digital Learning Policy and Camps and Excursions Policy provide policies, procedures and risk mitigation approaches to ensure child safety at school, in online environments and whilst off school premises.

Child Safe Standard 10: All child safety and wellbeing policies are reviewed and consulted on as per the policy review requirements. Policies will be reviewed as required, relating to issues or concerns raised. The Topirum Primary School Risk Register is reviewed annually by the school’s leadership team and the school council. The principal team will also establish a Child Safety Working Group for 2024 to meet monthly.

Child Safe Standard 11: Topirum Primary School is committed to child safe practices and has a range of processes and key personnel (principal, assistant principal, wellbeing teacher) to ensure Ministerial Order 1359 is effectively implemented. Importantly, this responsibility does not lie with only one person at the school. As the school expands in leadership, the principal will delegate responsibilities, to ensure that a team of staff oversee child safe policy and implementation.

ROLES AND RESPONSIBILITIES

SCHOOL LEADERSHIP TEAM

Our School Leadership Team (comprising the principal, assistant principal and wellbeing teacher) 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.

Principals and Assistant Principals 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
- Establish Child Safety Working Group to meet monthly. To comprise: Principal, Assistant Principal, Wellbeing Teacher, ES member and a parent (if possible).
- 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 always follow the school's child safety and wellbeing policies and procedures
- act in accordance with our Child Safety Code of Conduct
- identify and raise concerns about child safety issues in accordance with our Child Safety Responding and Reporting Obligations Policy and Procedures, including following the [Four Critical Actions for Schools](#)
- 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 COUNCIL

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

- champion and promote a child safe culture with the broader school community
- ensure that child safety is a regular agenda item at school council 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 council employees and members
- when hiring school council employees, ensure that selection, supervision, and management practices are child safe. At our school, school council employment duties are delegated to the Principal who is bound by this policy.

SPECIFIC STAFF CHILD SAFETY RESPONSIBILITIES

Topirum Primary School has nominated the principal, as child safety champion, to implement our child safety policies and practices, including staff and volunteer training.

The responsibilities of the child safety champion are outlined at [Guidance for child safety champions](#). In addition to these roles, our child safety champion is also responsible for:

The Principal is 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 Policy and Procedures, and Child Safety Risk Register.

Our school has also established a Child Safety and Wellbeing Team (comprising the principal, assistant principal and wellbeing teacher) and a Student Reference Group on child safety. The Child Safety and Wellbeing Team meet monthly to identify and respond to any ongoing matters related to child safety and wellbeing. The Student Reference Group provides an opportunity for students to provide input into school strategies.

The same team monitors 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.

MANAGING RISKS TO CHILD SAFETY AND WELLBEING

At our school we identify, assess and manage risks to child safety and wellbeing in our physical and online school environments. These risks are managed 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 overnight camps, adventure activities 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.

Topirum Primary School also refers to [PROTECT Child Safe Standard 9](#) for guidance to ensure physical and online safety, manage risks and supervise safely.

ESTABLISHING A CULTURALLY SAFE ENVIRONMENT

At Topirum Primary School, 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:

- Our Action Plan - Aboriginal Learning, Wellbeing and Safety outlines the measures we have in place to maintain an inclusive and culturally safe school for Aboriginal children and students.
- Principal to liaise termly with the KESO Narelle Walker in 2024.

Topirum Primary School also refers to [PROTECT Child Safe Standard 1](#) for guidance.

STUDENT EMPOWERMENT

To support child safety and wellbeing at Topirum Primary School, 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:

- Respectful Relationships curriculum program Prep-grade 6.
- Restorative Practices whole school approach
- Berry Street Education Model approach
- Sexuality and Consent education
- Student Learner Attributes

We inform students of their rights through the above strategies and give them 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.

Students have the opportunity to contribute to and provide feedback on decisions about school operations through the Junior School Council and other forums including year group meetings and Peer Support Groups. Students are also encouraged to speak with their teachers, Wellbeing Teacher, Assistant Principal and Principal whenever they have any questions or concerns. 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 also access information on how to report concerns using the Complaints policy on the school website or making a complaint to the school office.

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.

Topirum Primary School also refers to [PROTECT Child Safe Standard 3](#) for guidance

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 Topirum Primary School 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:

- The school will seek input from families and the community – through the Compass parent portal, school website, newsletters, school council, subcommittees of school council, student, staff, and parent forums held regularly throughout the year.
- Organising interpreters and translations, on request, to engage families from non-English speaking backgrounds in conversations about the school's child safety strategies.
- All child safety policies and procedures will be available for students and parents on the school website and hard copies available from the school office.
- Fortnightly school newsletters will inform 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 will be displayed across the school in classrooms, the library, Wellbeing Teacher's office and other learning areas.

Topirum Primary School also refers to also refers to [PROTECT Child Safe Standard 4](#) for guidance.

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
- children and young people who identify as LGBTIQ+.

Our Student Wellbeing and Engagement Policy and our Inclusion and Diversity Policy provides more information about the measures we have in place to support diversity and equity.

Topirum Primary School also refers to [PROTECT Child Safe Standard 5](#) for guidance

SUITABLE STAFF AND VOLUNTEERS

At Topirum Primary School, 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 follow the Department of Education's recruitment policies and guidelines, available on the Policy and Advisory Library (PAL) at:

- [Recruitment in Schools](#)
- [Suitability for Employment Checks](#)
- [School Council Employment](#)
- [Contractor OHS Management](#).

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
- 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 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 the yearly Performance and Development Process.

Graduate teachers are provided a mentor in their first year. This includes covering child safety as part of the VIT registration process.

The principal conducts probation processes for the first 12 months for all new staff hired, not previously holding ongoing status with DET. This includes child safety training and information.

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.

Our school will ensure ongoing professional standards are upheld through:

- Interview processes that address the suitability of candidates including specific questions about child safety
- Reference checks that specifically ask about child safety
- Regular professional learning in child safety and mandatory reporting
- Professional learning for leadership in dealing with areas of concern in relation to child safety

Topirum Primary School also refers to [PROTECT Child Safe Standard 6](#) for guidance

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 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.

All volunteers are required to participate in the Volunteer Induction sessions which includes child safety policy and processes. These volunteers must have a valid working with children suitability check.

Topirum Primary School also refers to [PROTECT Child Safe Standard 8](#) for guidance.

SCHOOL COUNCIL TRAINING AND EDUCATION

To ensure our school council 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 council is trained 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
- Topirum Primary School child safety and wellbeing policies, procedures, codes and practices.

- Refer to PROTECT School Council [training pack](#)

COMPLAINTS AND REPORTING PROCESSES

Topirum Primary School 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 Complaints Policy.

If there is an incident, disclosure, allegation or suspicion of child abuse, all staff and volunteers (including school council 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.

COMMUNICATION

Topirum Primary School 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 Policy and Procedure
- displaying PROTECT posters around the school
- updates in our school newsletter and posts through the Compass Parent portal.
- ensuring that child safety is a regular agenda item at school leadership meetings, staff meetings and school council meetings.

PRIVACY AND INFORMATION SHARING

Topirum Primary School 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: [Schools' 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's policy: [Records Management – School Records](#)

REVIEW OF CHILD SAFETY PRACTICES

At Topirum Primary School, we have established processes for the review and ongoing improvement of our child safe policies, procedures, and practices.

The principal 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
- review and update the Child Safe Standards Risk Register's controls and treatments annually or after any significant child safety incident
- act with transparency and share pertinent learnings and review outcomes with school staff and our school community.

FURTHER INFORMATION AND RESOURCES

This Child Safety and Wellbeing Policy is to be read in conjunction with other related school policies, procedures, and codes. These include our:

- The Department's Policy and Advisory Library (PAL):
 - [Bullying Prevention and Response Policy](#)
 - [Child and Family Violence Information Sharing Schemes](#)
 - [Complaints Policy](#)
 - [Contractor OHS Management Policy](#)
 - [Digital Learning in Schools Policy](#)
 - [Family Violence Support](#)
 - [Protecting Children: Reporting Obligations Policy](#)
 - [Policy and Guidelines for Recruitment in Schools](#)
 - [Reportable Conduct Policy](#)
 - [Student Wellbeing and Engagement Policy](#)
 - [Supervision of Students Policy](#)
 - [Visitors in Schools Policy](#)
 - [Volunteers in Schools Policy](#)
 - [Working with Children and other Suitability Checks for School Volunteers and Visitors](#)
 - PROTECT School Council [training pack](#)
- Related Policies
 - Bullying Prevention Policy
 - Child Safety Responding and Reporting Obligations Policy and Procedures
 - Child Safety Code of Conduct
 - Complaints Policy
 - Digital Learning Policy
 - Inclusion and Diversity Policy
 - Student Wellbeing and Engagement Policy
 - Visitors Policy
 - Volunteers Policy

OTHER RELATED DOCUMENTS

- [Identifying and Responding to All Forms of Abuse in Victorian Schools](#)
- [Four Critical Actions for Schools](#)

- [Identifying and Responding to Student Sexual Offending](#)
- [Four Critical Actions for Schools: Responding to Student Sexual Offending](#)
- [Recording your actions: Responding to suspected child abuse – A template for Victorian schools](#)

POLICY REVIEW AND APPROVAL

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, parents/carers and the school community.

Created date	June 2023
Consultation	Consultation to take place in March 2024
Endorsed by	Principal*
Endorsed on	June 2023
Next review date	March 2024 – to ensure ongoing relevance and continuous improvement, this policy will be reviewed every 2 years thereafter.
Is the policy available on the school website?	YES

*This will be reviewed and approved by the School Council once they are appointed or earlier if a significant incident occurs or if legislative or other changes require in the interim.