



Statement of Commitment to Child Safety

1. Object

- 1.1 This Statement provides the framework for:
- (a) the development of work systems, practices, policies and procedures that promote child protection, safety and wellbeing within Newington College;
 - (b) the creation of a safe and supportive College environment and a positive and robust child safety and protection culture;
 - (c) the promotion and open discussion of child safety and protection issues within the College; and
 - (d) complying with all laws, regulations and standards relevant to child safety and protection in NSW.
- 1.2 The College is a child safe organisation. This statement forms part of the College's child safe practices and implements the NSW Child Safe Standards prescribed in the *Children's Guardian Act 2019* (NSW) ('**Child Safe Standards**').
- 1.3 This statement should be read in conjunction with the College's **Child Safety Code of Conduct**, **Professional Boundaries Policy**, **National Redress Scheme Policy**, **Child Protection Incidents Procedures** and **Reportable Conduct Procedures**.

2. Application

This Statement applies to the College and its Council members, staff, volunteers, third party contractors, external education providers, student teachers and students, for the welfare and benefit of the College's students.

3. Statement of Commitment

- 3.1 The College 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.
- 3.2 The College is committed to ensuring the safety, welfare and wellbeing of all children and young people at the College and is dedicated to protecting them from abuse and harm.
- 3.3 The College has zero tolerance for child abuse. The College regards its child safety and 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 to maintain safe and supportive College physical and online environments for all children and young people.

4. Child Safe Values and Principles

- 4.1 The following child safe values and principles guide the College's commitment to child safety and form the basis for all child safety and protection policies and procedures at the College:



- (a) All children and young people have the right to be safe and treated fairly.
- (b) The safety, welfare, wellbeing and best interests of children and young people are paramount.
- (c) Child safety is embedded in College leadership, governance and culture.
- (d) Children participate in decisions affecting them and are taken seriously.
- (e) Families and communities are informed and involved.
- (f) Equity is upheld and diverse needs are taken into account.
- (g) People working with children are suitable and supported.
- (h) Processes to respond to complaints of child abuse are child focused.
- (i) Staff are equipped with the knowledge, skills and awareness to keep children safe through continual education and training.
- (j) Physical and online environments minimise the opportunity for abuse to occur.
- (k) Implementation of the Child Safe Standards is continuously reviewed and improved.
- (l) Policies and procedures document how the College is child safe.
- (m) Clear expectations for appropriate behaviour with children and young people are established in the College's **Child Safety Code of Conduct** and **Professional Boundaries Policy**.

4.2 Students will be given an opportunity to express their views when the College makes decisions that may affect them.

4.3 College decisions about a student should:

- (a) consider the student's culture, language, religion and any disability;
- (b) consider the person with parental responsibility for the student; and
- (c) have respect for the student's cultural and social background.

5. Child Protection Investigators

5.1 As part of the College's commitment to child safety and protection, the College has appointed a number of **Child Protection Investigators** as honest, mature, ethical and experienced members of the College community who can deal with sensitive issues relating to child safety.

5.2 The College's Child Protection Investigators are available to answer any questions that you may have with respect to this **Statement of Commitment to Child Safety**.

5.3 Child Protection Investigators report relevant concerns to the Headmaster, in his capacity as the head of the child safe organisation (the College).

6. Responsibilities

6.1 The College acknowledges that the protection and safety of children] is everyone's responsibility.

6.2 All members of the College Council, staff, volunteers, third party contractors, external education providers and student teachers have a shared responsibility for contributing to the safety and protection of children and young people. Specific responsibilities for each group of the College community are further explained in the College's **Child Safety Code of Conduct**.

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7. Reporting Child Protection Concerns

- 7.1 The College's **Child Protection Incidents Procedures** provide guidance for all members of the College community on how to identify key risk indicators of child abuse and how to report child abuse concerns to one of the College's nominated **Child Protection Investigators**. They also contain details on the reporting of child abuse incidents to relevant external authorities.
- 7.2 Staff, volunteers, third party contractors, external education providers and student teachers who have concerns that a child or young person may be subject to abuse or at risk of experiencing abuse are required to comply with the College's **Child Protection Incidents Procedures**.
- 7.3 Students, parents, guardians, carers and other community members who have concerns that a child or young person may be subject to abuse or at risk of experiencing abuse are encouraged to contact one of the College's **Child Protection Investigators**.
- 7.4 Child Protection Investigators report relevant concerns to the Headmaster, in his capacity as the Head of the child safe organisation (the College).
- 7.5 The College's **Reportable Conduct Procedures** provide guidance for all members of the College community on how to report any recent or historical alleged conduct that may constitute 'reportable conduct', including any:
- (a) sexual offence or sexual misconduct committed against, with, or in the presence of a child (including a child pornography offence or an offence involving child abuse material), including grooming behaviours;
 - (b) assault against a child, ill-treatment or neglect of a child;
 - (c) an offence under section 43B (failure to protect) or 316A (failure to report) of the *Crimes Act 1900*; or
 - (d) behaviour that causes significant emotional or psychological harm to a child;
- whether or not, in any case, with the consent of the child.
- 7.6 College Council members and the College's staff, volunteers, third party contractors, external education providers and student teachers who become aware of any recent or historical reportable conduct by a current or former College employee must comply with the College's **Reportable Conduct Procedures**.
- 7.7 Other members of the College community may also report any reportable conduct in accordance with the College's **Reportable Conduct Procedures**.
- 7.8 Communications will be treated confidentially on a 'need to know basis'.
- 7.9 Whenever there are concerns that a child is in immediate danger the Police should be called on 000.

8. Review

- 8.1 The College is committed to the continuous improvement of its child safety and protection policies and to ensuring its compliance with NSW child protection laws and regulations.
- 8.2 The College will regularly review its policies and procedures for overall effectiveness and to ensure compliance with all child protection related laws, regulations and standards.



Notes

Statement of Commitment to Child Safety

Date approved: 25 March 2020

Date commenced: 20 January 2021

Date amended: 25 February 2021

1 December 2022 (non-substantive amendments)

18 April 2023 (non-substantive amendments)

Related documents:

[Boarder Child Protection Policy](#)

[Boarding Professional Boundaries Policy](#)

[Child Protection Incidents Procedures](#)

[Child Safety Code of Conduct](#)

[National Redress Scheme Policy](#)

[Professional Boundaries Policy](#)

[Reportable Conduct Procedures](#)

[Guiding Principles for Responding to Civil Claims involving Allegations of Child Sexual Abuse](#)

