



Marri Mittigar Child Safe Organisation Policy

Matthew 18:1-6 New International Version (NIV)

The Greatest in the Kingdom of Heaven

18 At that time the disciples came to Jesus and asked, “Who, then, is the greatest in the kingdom of heaven?” **2** He called a little child to him, and placed the child among them. **3** And he said: “Truly I tell you, unless you change and become like little children, you will never enter the kingdom of heaven. **4** Therefore, whoever takes the lowly position of this child is the greatest in the kingdom of heaven. **5** And whoever welcomes one such child in my name welcomes me. **6** “If anyone causes one of these little ones—those who believe in me—to stumble, it would be better for them to have a large millstone hung around their neck and to be drowned in the depths of the sea”.

1. OVERVIEW

- 1.1. The safety of all children and young people is paramount at Marri Mittigar School.
- 1.2. Our School can demonstrate its commitment to the safety and welfare of children and young people to minimise the risk of abuse, misconduct and misuse of positional power and inform all staff and volunteers of their obligations and responsibilities in keeping children safe.
- 1.3. This policy applies to Marri Mittigar advisory board members, people in leadership roles, staff members, volunteers, contractors, children and young people, families, carers and communities.
- 1.4. As such, Marri Mittigar is committed to create a culture, adopt strategies and take action to promote child wellbeing and prevent harm to children and young people.
- 1.5. To achieve this, Marri Mittigar will consciously and systematically work to:
 - Create an environment where children’s safety and wellbeing is the centre of thought, values and actions;
 - Place emphasis on genuine engagement with and value of children and young people;
 - Create conditions that reduce the likelihood of harm to children and young people;
 - Create conditions that increase the likelihood of identifying any harm; and
 - Respond to any concerns, disclosures, allegations or suspicions of harm.

2. Key Documents

2.1. Commitment

- 2.1.1. Marri Mittigar adopts the Barker College Statement of commitment appearing on the school website.
 - Child safety and wellbeing is embedded in Barker Colleges’ and the Marri Mittigar School leadership, governance and culture.
 - The Barker College Child Protection Policy and the Code of Conduct are reference documents to reading this policy and all aspects of these policies apply to the Marri Mittigar School.

2.2. Communication

- 2.2.1. Children and young people are informed about their rights, participate in decisions affecting them and are taken seriously.
 - At Marri Mittigar we acknowledge that students with social, emotional and behavioural challenges may need individualised forums to understand and voice their concerns and we are committed to integrating this in each student’s educational plan and to review this as they grow in our school pathways.



- Our families and the broader Marri Mittigar community are kept informed of and involved in the promotion of child safety and wellbeing.
- Equity and diversity are upheld and respected.
- Where relevant, School Policies and procedures will be developed and implemented to ensure the safety and wellbeing of children and young people.

2.3. Recruitment

2.3.1. Marri Mittigar will maintain a rigorous and consistent recruitment, screening and selection process.

- Working with Children Check Clearance and National Police Check clearance are mandatory requirements of the recruitment process.
- Suitability of personnel to work with students with social, emotional and behavioural challenges

2.4. Training

2.4.1. All staff members and volunteers are equipped with the knowledge, skills and awareness to keep children and young people safe through on-going education and training.

- All physical and on-line environments will promote safety and wellbeing while minimising the opportunity for children and young people to be harmed.

2.5. Additional Resources

2.5.1. Related legislation, regulations and standards:

- United Nations Convention of the Rights of the Child · Child Safe Standards
- Children's Guardian Act 2019
- Child Protection (Working with Children) Act 2012
- Child Protection (Working with Children) Regulation 2013
- Children and Young Persons (Care and Protection) Act 1998
- Crimes Act 1900
- Children and Young Persons (Care and Protection) Regulation 2012
- Children and Young Persons (Care and Protection) (Child Employment) Regulation 2015
- Disability Inclusion Act 2014

2.6. Review

2.6.1. Implementation of the National Child Safety Principles and the laws that apply to child safety and protection will be regularly reviewed and modified as required.

2.6.2. Child safety policies and procedures are reviewed and child safety reporting is monitored through the Governance Risk and Compliance Committee and final accountability with the Head of Barker College and the Council of Barker College.