



Emmaus
Christian College

Child Safe Environment Policy

Contents

Contents	2
1 Purpose	3
2 Scope of Policy	3
3 Policy	4
4 Definitions	10
5 Responsibility for implementation, monitoring, and continual improvement	11
6 Related policies, procedures, and support documents	11
7 Resources	11
8 Revision	13

1. Purpose

Scripture informs us that children and young people are a precious gift from God (Psalm 127:3). The inherent value and dignity of each child and young person made in God's image (Genesis 1: 27-28) is reflected by Jesus in Matthew 19:14, where He says, "Let the little children come to Me, and do not hinder them, for the kingdom of heaven belongs to such as these."

Accordingly, children and young people deserve protection and adults have the privilege and responsibility to nurture, care, train, and safeguard children and young people to help them live safely and in the abundant life that God seeks for all. Children and young people are one of the most vulnerable groups in our society and their safety is of utmost importance. Children and young people need to know and believe that they have the right to feel and be safe at all times.

This policy describes Emmaus Christian College's Child Safe Environment practices. A child safe environment is one in which children and young people are protected, valued, and encouraged to reach their full potential, and are heard. The College affirms that every child and young person has the right to be safe from harm at all times. The protection of children and young people is paramount to schools, which are required to provide safe physical and online environments.

All schools in Australia are required to implement appropriate Policies and Procedures to establish and maintain child safe environments (and which Policies & Procedures must be regularly reviewed and updated).

Emmaus Christian College believes that creating child safe environments is a dynamic process that involves active participation and responsibility by all sectors and stakeholders of the College community. Sharing responsibility for the care and protection of children and young people helps to develop a stronger, more child-focused community.

Emmaus Christian College is committed to the safety of children and young people and will ensure that:

- Children and young people are valued, respected, and encouraged to participate and that their safety and protection is always of first priority;
- Compliance with the Children & Young People (Safety) Act, 2017, Child Safety (Prohibited Persons) Act, 2016, and the National Principles for Child Safe Organisations occurs;
- Bullying & Harassment are not tolerated; and
- Information about services that can assist children and young people are displayed in areas accessible to children and young people.

2. Scope of Policy

This Policy applies across Emmaus Christian College to all stakeholders. This includes Board members, staff, volunteers, contractors, and student teachers collectively referred to throughout this document as employees as well as parents/guardians/carers, children, and young people. Such involvement with the College across this diversity of stakeholders may be on a regular or occasional basis.

The Policy and its Procedures apply to on the school premises; at functions, sports, excursions, camps as part of the College's activities; College transporting of students; and other situations when stakeholders are representing the College.

Legal Obligations

Maintaining a child safe environment is the responsibility of the College Board, Executive Principal, the Leadership Team, and of all employees of the College community. The Board has the overarching responsibility for maintaining a child safe environment and delegates the operational responsibility to the Executive Principal and Leadership Team.

The College is committed to promoting the safety, wellbeing and participation of children and young people.

This includes:

- a commitment to:
 - Supporting mandatory notifiers to report and respond to children and young people at risk of harm as outlined in the mandatory notification section of this Policy and its accompanying Procedures;
 - Ensuring safe environments for children and young people are maintained; and
- Lodging a Child Safe Environments Compliance Statement with the SA Department of Human Services.

<https://www.esb.sa.gov.au/news/requirements-comply-child-safety-legislation-sa>

Failure to Report

Mandated notifiers have legal obligations in reporting harm or risk of harm, and we must ensure that staff and volunteers and other relevant stakeholders are able to identify and respond to children and young people at risk of harm. The Children and Young Persons (Safety) Act 2017 details requirements regarding mandatory reporting. Under Section 31 of the Act, mandatory notifiers are required to report suspected harm or risk of harm.

It is highlighted that the Statutes Amendment (Child Sexual Abuse) Act, 2021 established a criminal offence of a failure to report child sexual abuse to Police, and a failure to protect a child from sexual abuse. These offences have been created because the Royal Commission into Institutional Response to Child Sexual Abuse found that historically institutions working with children and young people under-reported suspicions of child sexual abuse to Police when a staff member was involved. In short, these offences carry a penalty of imprisonment, and it is critical that all College employees understand their legal obligations. These offences are designed to require adults (even if not a mandated notifier) in institutions including schools to take responsibility for reporting and preventing child sexual abuse in institutional contexts. Please refer further to 3.8 below.

3. Policy

3.1 Statement of Intent

Emmaus Christian College affirms that being safe and supported at school is essential for student well-being, development, and effective learning.

The intent of Emmaus Christian College is to ensure the safety and well-being of children and young people, which includes keeping children and young people safe from harm, having zero tolerance towards any child and young person's harm or risk of harm, and ensuring that the whole College community has a responsibility to hold these values and thus obey this Policy & Procedures at all times.

The following principles underpin successful child safe environment arrangements.

- The College ethos encourages the establishment and maintenance of a child safe environment.
- The College has clear Policies & Procedures of child protection;
- All legislative requirements are met e.g. Working with Children Checks, mandatory reporting etc.;
- All employees are aware of their child safety protection obligations.
- Professional development about child safety protection is provided to employees.
- Students are aware of their rights to be and feel safe and of what to do if they do not feel safe;
- Children and young people know how to keep themselves and others safe;
- Regular reviews of Policies, Procedures, and Practices occur to ensure their effectiveness and responsiveness.

The College strives for the on-going development of a positive child safe environment and culture with rigorous policies and procedures, seeking to ensure everyone is aware of their responsibilities and so are prepared and contribute to a constructive, vigilant, and responsive College community.

All employees are to promote the health, safety, and welfare of students including a child safe environment. It is essential that such employees fully comply with the College's Child Safe Environment Policy and Procedures and behave as positive role models.

At all times, students are to be treated with dignity and respect, are to be supported, and educated appropriately about Child Protection and safety in the College's curriculum.

The College supports the rights of children and young people, values student contributions, and seeks to empower children and young people with the skills and knowledge to help keep themselves and others safe.

3.2 Legislation

The College abides by all relevant legislative and regulatory requirements. For further detailed information, please refer to Section 7 of this Policy.

3.3 Risk Management

To help maintain a safe environment for children and young people, the College develops and implements a risk management strategy that identifies, assesses, and takes steps to minimise any risk of harm to children and young people (see appendix in Child Safe Environment Procedure).

This involves identifying risks through a comprehensive and regular review of College activities, thoroughly assessing risks, and minimising the risk of harm, as far as is practically possible, through implementing strategies to ensure a child safe environment.

3.4 Screening and Assessment - Working with Children Check (WWCC)

Choosing suitable employees is part of fulfilling the duty of a school to act diligently and prudently to prevent actions and behaviour that would be harmful to children and young people.

The Child Safety (Prohibited Persons) Act 2016 contains screening requirements for people who work in 'prescribed positions'. A prescribed position is defined as a position in which a person works, or is likely to work, with children and young people; or a position in which a person is likely to work with children and young people if, in the ordinary course of their duties, it is reasonably foreseeable that a person in that position will work with children and young people; any other position, or a position of class, prescribed by the regulations for the purposes of this definition.

Thus a prescribed person means an adult who is an employee of an institution, including a person who is self-employed who constitutes, or who carries out work for an institution; or carries out work for an institution under a contract of services; or carries out work as a minister of religion or as part of the duties of a religious or spiritual vocation; or undertakes practical legal training with an institution as part of an education or vocational course; or carries out work as a volunteer for an institution.

People in a prescribed position in South Australia must, by law, have a current, not prohibited Working with Children Check, which is an assessment of whether a person poses an unacceptable risk to children.

The College will ensure all employees who are to work with or are likely to work with children and young people of the College have a current, not prohibited Working with Children Check (WWCC) and these are updated every five years. The College will not employ a person or allow a volunteer or engage other stakeholders at the College unless a Working with Children Check (WWCC) has been conducted in the preceding five years.

Appropriate documentation of screening and assessment is to be obtained and securely stored.

3.5 Induction and Training

Employee induction for those working with children and young people is to include a thorough understanding of the legislative, administrative, social, and educational requirements to protect children and young people and explain a proactive and positive child safe environment including the College's ethos, culture, and practices.

The updated, printed versions of the Child Safe Environment Policy & Procedures are issued to all new employees as part of their induction pack.

The College requires such persons to undertake mandatory notification training called Responding to Risks of Harm, Abuse, and Neglect – Education and Care (RRHAN-EC) training. This training outlines the child and young people protection role and safety in education including mandatory

notification training and is to be refreshed every 3 years.

We ensure that employees who work with children/young people or their records have ongoing supervision, support, and training. The aim is to develop and enhance performance to promote a child safe environment. At the beginning of each school year, staff training is to include updated training on the College's Child Safe Environment Policy & Procedures, legal obligations regarding mandatory reporting/notification, and when required, protective practices training.

Regular information, updates, and training are to be provided as necessary. Training includes being aware, vigilant, and able to recognise when children and young people's well-being is being compromised; and understanding the needs of children and young people who have been harmed through violence, harm, or risk of harm with the aim of having connection and recovery in advancing their health, safety, and wellbeing.

Appropriate training records are to be maintained and securely stored.

All teachers are required to have current registration with the Teacher's Board of South Australia (TBSA), and it is the individual teacher's responsibility to maintain the currency of their Teacher Registration (every three to five years) and provide a copy of their current certificate to College Leadership (and prior to its expiration).

3.6 Child Safe environments – supervision

Students are to be actively supervised by staff with such supervision appropriate to the age of the students, purposes, type, and location of activity. A comprehensive risk management approach is to occur.

3.7 Mandatory Reporting and Support

Reporting to Child Abuse Report Line (CARL) Ph: 13 14 78

Mandatory notifiers, under Section 31 of the Children & Young Person (Safety) Act (2017), have a legal obligation to report where they suspect that a child or young person is being or has been harmed or is at risk of harm to the Child Abuse Report Line (CARL). This obligation arises when a mandated notifier forms this suspicion in the course of their employment, volunteering, engagement.

Mandated notifiers in our organisation are workers who:

- provide services to children and young people.
- hold a management position in the organisation, the duties of which include direct responsibility for, or direct supervision of, the provision of those services to children and young people.

If immediate risk, call SA Police on 000.

All serious concerns of suspected harm or risk of harm must be reported via CARL by phoning 13 14 78. The telephone line is available 24 hours a day. Serious concerns include the suspicion that a child or infant or young person is in imminent or immediate danger of serious harm or serious injury or is experiencing chronic neglect. Non-serious concerns can be reported via eCARL, which is the online Child Protection reporting system. The person who identifies the harm is the person to make the report.

The following information is required to be provided when making a report to CARL:

- the child or young person's name, age, date of birth and address;
- a description of the injury, harm, or risk of harm (current and previous);

- the child or young person's current situation;
- the location of the child or young person, parent or caregiver and alleged perpetrator; and
- when and how you found out about the harm or risk of harm.

Emmaus Christian College will maintain records of all mandated reports made. The College uses the Mandatory Notification Record - please refer to the Appendix. These are to be duly retained and stored securely with the College's Executive Principal. It is a requirement that employees inform the Executive Principal of any mandatory notifications they have made. This will ensure that the Executive Principal can put in place the appropriate action to support the child/young person and ensure the safety, health, and wellbeing of all students. If the concerns or allegations raised in the notification involve the Executive Principal, then the College Board Chairperson must be informed instead.

The College will ensure the safety, health, and wellbeing of the student involved. This will include ensuring that adequate care and support is provided to the student and may include using the internal resources of the College such as the Director of Faith Formation & Well Being, Chaplain, and Well-being staff. Furthermore, external professional counselling and well-being resources may be used including specialists as appropriate to the situation. Please refer to the College's Critical Incidents Policy & Procedures for further information about resources. Employees (non-abuser) involved in the matter may also require appropriate support.

If an employee is reported to CARL or SAPOL for causing harm or risk of harm to a child or young person, they will be removed from any role that involves working with any child or young person until authorities have concluded their investigation.

Reporting to Police about sexual abuse of a child or young person

Under the Statutes Amendment (Child Sexual Abuse) Act 2021 it is a criminal offence if a prescribed person fails **to report to Police that they know or suspect that another person (the abuser)** is an employee (note definition below) of the College and is, has, or is likely to sexually abuse a child or young person.

A prescribed person means an adult who is an employee of an institution which includes a person who is self-employed who carries out work for the institution or a person who carries out work under a contract of services for the institution or a person who undertakes practical training with the institution or carries out work as a volunteer for an institution. Employee therefore, includes (but is not limited to) a Principal, teacher, SSO, grounds-person, student teacher, contractor who does not work for the College, ELC or OSHC employee. It also includes a volunteer such as a Governing Council i.e. Board Member or parent/guardian volunteer.

The requirement to report to police created by this offence is a different obligation from reporting a child or young person at risk of harm of sexual abuse to the Department of Child Protection (CARL), which still needs to occur. The requirement is focused on reporting the actions of a suspected offender. It includes any suspicion a person may have about behaviour outside the workplace and outside of work hours. The identity of the child or young person at risk does not need to be known.

It is a defence to the charge of failing to report if the person believes that on reasonable grounds that the matter has already been reported to Police or has been reported as a mandatory notification under the Children and Young People (Safety) Act. **However, a person must always report to Police when they know or suspect that another employee (as defined above) is engaging or is likely to engage in the sexual abuse of a child or young person.**

Students and staff and/or other stakeholders (non-abuser) are to receive care and support if involved in or suspected to be involved in a situation of harm or at risk of harm.

The Executive Principal will be fully informed of the situation and be involved in overseeing resources providing appropriate care and support.

3.8 Failure to Report child/young person sexual abuse, and Failure to Protect a child/young person from sexual abuse.

It is essential that all stakeholders both report child/young person sexual abuse, and protect, as far as practically possible, a child/young person from sexual abuse.

The Statutes Amendment (Child Sexual Abuse) Act 2021, established criminal offences for a prescribed person (please refer Definitions at 4 below) for;

- Failure to **report** child/young person sexual abuse: a prescribed person is guilty of an offence if they fail to report to Police that they know or suspect that another person (the abuser) is an employee (please refer Definitions at 4) of the College and is, has, or is likely to sexually abuse a child /young person; and
- Failure to **protect** a child/young person from sexual abuse: a prescribed person is guilty of an offence if they know there is a substantial risk that another person, who is also an employee (please refer Definitions at 4 below) will engage in the sexual abuse of a child/young person; and the prescribed person has the power or responsibility to reduce or remove that risk but negligently fails to do so.

These offences carry a penalty of imprisonment. It is critical that all Emmaus Christian College staff, volunteers, contractors, and other stakeholders, etc understand their legal obligations.

In terms of protecting a student, all action should be taken commensurate with one's role and responsibility to reduce or remove the risk. It is essential to intervene in a situation where sexual harassment is occurring. In an emergency situation 000 (triple zero) emergency services should always be called.

3.9 Reporting and Responding to Breaches of the College's Child Safe Environment Policy & Procedures

It is essential that any breaches of the College's Child Safe Environment Policy and Procedures, which includes the College's Code of Conduct, Professional Boundaries, and Expectations of Staff, Volunteers & Other Stakeholders outlaid in the accompanying Procedures, must be reported as soon as possible to the College's Executive Principal, who will be responsible for an appropriate plan of action and compliance to ensure the safety and support of children and young people. If the concerns or allegations raised in the notification involve the Executive Principal, then the College Board Chairperson must be informed instead.

This communication includes where children and young people have disclosed information about inappropriate behaviours of other adults or where concerning behaviour has been observed. It is essential that appropriate actions are promptly undertaken following the Mandatory Reporting process as detailed above.

Providing opportunities for feedback and concerns ensures that children, young people and their families feel valued and respected and assists the College in providing a child safe environment. When necessary, students and their families are encouraged to provide feedback or raise concerns using appropriate methods described in the Grievance Policy, which is made available on the College website.

3.10 Privacy and Confidentiality

The privacy of all students is to be respected and personal information is to be managed in accordance with the College's Privacy Policy.

There is no legal confidentiality between a prescribed person (including College employees, volunteers, or other relevant stakeholders, etc) and a student that overrides any obligation to report matters of concern to the appropriate authorities, as explained above, and the College's Executive Principal (or Chairperson if the matter involves the Executive Principal).

3.11 Vulnerable Students

The College acknowledges that there are vulnerable students who may be at a higher risk of experiencing harm or risk of harm due to their circumstances. These students may struggle with advocating for themselves or communicating their experiences to other people. Vulnerable students include students with disability, students in care, and new arrival students.

The College will ensure that:

- College staff consult with a student with disability, their parent/guardian, and/or other associates (such as external allied health professionals). During consultation, staff will discuss the impact of the disability to assess the student's ability to advocate for themselves;
- Staff will be mindful of the individual circumstances of vulnerable students and will be mindful of the potential signs of harm or risk of harm that vulnerable students may exhibit;
- Individual student needs and circumstances will be considered when teaching the child protection curriculum. This includes being mindful of and sensitive to cultural differences.

3.12 Curriculum

Emmaus Christian College recognises the importance of addressing matters raised in the Keeping Safe: Child Protection Curriculum (KS: CPC). The two main themes of the KS: CPC are 'we all have the right to be safe' and 'we can help ourselves to be safe by talking to people we trust', and implementing the Curriculum into appropriate learning areas.

The College is committed to ensuring the curriculum addresses student agency where children and young people are informed about their rights, participate in decisions affecting them, and are taken seriously.

The College encourages and respects the views of children and young people and when appropriate, involves them in decision making when it relates to a Child Safe Environment. The College attempts to foster an environment whereby students can provide feedback or share a concern to any worker or ask their parent/guardian to do this on their behalf.

3.13 Online Safety

Emmaus Christian College acknowledges and accepts its responsibility to ensure that children and young people are protected from harm or risk of harm when participating online. Online Safety is an essential element in child safe environments.

The College is committed to following the requirements outlined in the 'Responding to Online Safety Incidents in South Australia School Guideline'. The College is committed to creating a safer online environment by implementing and providing information about online cyber safety programs and other resources as considered necessary.

The College's Acceptable Use of ICT and Bullying & Harassment Prevention Policy & Procedures (formerly Anti Bullying and Harassment Policy & Procedures) are to be followed at all times.

3.14 Billeting and Homestay

In situations where billeting and homestay may be involved, it is essential that appropriate and specific planning and risk assessment occur and detailed considerations be given to management and supervision, child safe environment requirements, consent and medical information forms, check of and sign offs by host/homestay families, and current, not prohibited Working with Children Checks (WWCC) are held by all adults residing in the household of billeting/homestay Australian families. All relevant compliance with legislative requirements and standards is necessary at all times.

3.15 Discipline, Dismissal for breaching Child Safe Environment Policy & Procedures

Where the College's Child Safe Environment Policy & Procedures including its Code of Conduct, Professional Behaviours, and Expectations of Stakeholders contained in the Procedures is breached by stakeholders then disciplinary action, or in the case of serious breaches, dismissal may result.

3.16 Review of Child Safe Environment Policy & Procedures

This Policy and its accompanying Procedures will be reviewed and updated every 3 years. Given the importance of the Policy & Procedures to child and young person's safety, health, and well-being this will be every year. Furthermore, the Policy and Procedures will be updated when the College materially expands the services it offers to children and young people; or undergoes a substantial change to the responsible or managing authority; or experiences an event or incident where children & young people were or could have been at risk of harm.

3.17 Compliance Statement Reporting

When any changes are made to the College's Child Safe Environment Policy, the College will re-lodge its Compliance Statement with the SA Department of Human Services.

<https://www.esb.sa.gov.au/news/requirements-comply-child-safety-legislation-sa>

It is noted that the Child Safe Environments Compliance Statement sets minimum criteria for Child Safe Environment Policies & Procedures including:

- A risk management plan
- A code of conduct document
- Procedures for dealing with personal and sensitive information
- Staff and Volunteer recruitment processes including ensuring a Working with Children Check
- Supervision and professional development
- Procedure for reporting a suspicion that a child or young person is, or may be, at risk; and
- Procedure for dealing with breaches of an organisation's child safe environment policy.

3.18 Protective Practices Guidelines

The College utilises "Protective Practices for staff in their interactions with children and young people", which was developed collaboratively by the Government of South Australia Department for Education, Catholic Education South Australia, and the Association of Independent Schools of SA (AISSA).

3.19 Communication

The updated version of the Child Safe Environment Policy is available on the College website.

4. Definitions

Child or young person – is a person under the age of 18 years.

Complainant - is a person who makes a complaint.

Duty of Care – is a moral or legal obligation to ensure the safety or well-being of others. In an

education context, schools, and employees have a duty to take or exercise 'reasonable care' to protect all students (including those aged 18 years and over) from risks of harm that are 'reasonably foreseeable' whilst they are involved in school activities or are present for the purpose of a school activity. Child/young person protection is a key obligation in regard to the College's duty of care.

Harm - is defined pursuant to section 17 of the Child and Young People (Safety) Act 2017 to mean physical or psychological harm (whether caused by an act or omission), including harm caused by sexual, physical, mental, or emotional abuse or neglect.

Mandated notifier – is a person who is required by law to notify the Department for Child Protection if they suspect on reasonable grounds that a child or young person is, or may be, at risk of harm.

This obligation arises when a mandated notifier forms this suspicion in the course of their employment (whether paid or voluntary).

Mandatory Notification – is a term used to describe the legislative requirement imposed on selected classes of people to report suspected cases of harm or risk of harm of children or elders, and 'notifiable conduct' to government authorities.

National Police Check - is a summary of an individual's offender history in Australia and a record of their criminal history relating to convictions, finding of guilt or pending court proceedings. They are available from South Australian Police (SAPOL) or organisations accredited by the Australian Criminal Intelligence Commission. It is an organisational decision if a National Police Certificate (NPC) is required for workers or volunteers, however the organisation can no longer use the NPC to assess if a person is suitable to work or volunteer with children in South Australia, this must be determined by a valid, not prohibited Working with Children Check (WWCC).

Prescribed Person – A prescribed person means an adult who is an employee of an institution which includes a person who;

- Is a self-employed person who constitutes, or who carries out work for, an institution; or
- Carries out work for an institution under a contract of services for the institution;
- Carries out work as a minister of religion or as part of the duties of a religious or spiritual vocation; or
- Undertakes practical training with the institution as part of an education or vocational course; or
- Carries out work as a volunteer for an institution.

Employee therefore includes (but is not limited to) any Principal, teacher, SSO, grounds person, student teacher, contractor who does work for the College, Board member, ELC or OSHC employee, or volunteer eg Governing Council member or parent/guardian volunteer.

Risk of Harm – is defined under the Child and Young People (Safety) Act, 2017 in terms of the impact a behaviour (or an omission) or conditions have upon a child or young person, while 'abuse and neglect' may be associated with actions (or omissions) of a caregiver. It is recognised that the scope of behaviours (omission/negligence) or conditions that may put a child or young person at risk of harm may include homelessness, abandonment by a parent or guardian, persistent school absence, child marriage or enabling a child or young person to participate in criminal activity.

Reasonable suspicion – is a requirement which precedes the use of many police powers in Australia and provides validity to subsequent police action. The grounds for reasonable suspicion include sufficient facts to induce suspicion of a reasonable person, belief formed and accountability of the arresting person, and factual basis for suspicion.

Working with Children Check (WWCC) - is a check for people working or volunteering with children and young people in South Australia.

5. Responsibility for implementation, monitoring, and continual improvement

Responsibility for implementation, monitoring and review of the policy is vested at the level appropriate to the following roles:

Emmaus Christian College
Director of Faith Formation and Well-Being
Leadership Team
Executive Principal

6. Related policies, procedures and support documents

This Policy is to be read in conjunction with, and is additional to, any other relevant Emmaus Christian College or AISSA policy, procedure or support document. All staff, volunteers, and other College stakeholders are required to comply with the provisions of any such documents, including (but not limited to) the following: Statement of Faith, Statement of Life and Conduct Behaviour Code of Conduct, Acceptable Use of Information and Communication Technologies for Staff/Students, Bullying and Harassment Prevention (formerly Anti Bullying and Harassment Policy & Procedures), **Critical Incidents Policy & Procedures, Grievance Policy** etc.

7. Resources

Legislative Context

[Children and Young People \(Safety\) Act 2017](#)

[Child Safety \(Prohibited Persons\) Act 2016](#)

[Statutes Amendment \(Child Sexual Abuse\) Act 2021](#)

[Criminal Law Consolidation Act 1935 \(SA\)](#)

[Equal Opportunity Act 1984 \(SA\)](#)

[Sex Discrimination Act 1984 \(Cth\)](#)

[Teacher Registration and Standards Act 2004 \(SA\)](#)

[Education and Early Childhood Services \(Registration and Standards\) Act 2011\(SA\)](#)

[Education Act 2013 \(Cth\)](#)

[Education Services for Overseas Students Act 2000 \(including National Code of Practice for Providers of Education and Training to Overseas Students 2018\)](#)

[Disability Discrimination Act 1992 \(Cth\)](#)

Relevant Conventions

[National Principles for Child Safe Organisations](#)

[The United Nations Conventions of the Rights of the Child](#)

Relevant Standards and Frameworks

[Australian Student Wellbeing Framework](#)

[National Quality Framework](#)

[Safe & Supported: The National Framework for Protecting Australia's Children 2021 - 2031](#)

[Child Safe Organisations National Principles](#)

[Disability Standards for Education 2005](#)

[Homestay Standards](#)

Relevant Cross Sector Guidelines

[Protective Practices for staff in their interactions with children and young people](#)

[Managing allegations of sexual misconduct in SA education and care settings](#)

[Responding to problem sexual behaviour in children and young people](#)

[Suicide Postvention Guidelines](#)

8. Revision Record

Document Title	Child Safe Environment Policy
Document Type	Policy
Document Date	January, 2024
Policy Owner	Leadership Team
Approval Authority	Executive Principal, Emmaus Christian College Board
Review Date	2026
Revision History	