Child Safe Program Summary

In a Lutheran school the gospel is to inform all programs, relationships and activities. The love of God through Jesus Christ is to govern all that is done. Informed and transformed by God’s creative, redemptive and sanctifying love, God’s people are concerned with the total needs of their fellow human beings.

The Child Safe program in place at Trinity Lutheran College defines power as the capacity to set and care for boundaries. Boundaries are the structures which support human development within community; boundaries may be personal, communal, spiritual, psychological or physical. In Christ, there is an empowerment by the gospel to recognise boundaries and prevent their destructive crossing and to care for those who have been violated. The responsibility of leadership is to care for professional boundaries through the establishment of structures that protect them. Structures provide for support, examination and action to ensure that school leaders, staff and students act according to boundaries that help, protect and uphold the dignity, worth and safety of each individual.

The College’s Child Safe Program is made up of work systems, practices, policies and procedures designed to maintain a child safe environment and to embed an organisational culture of child safety within the College community. Trinity Lutheran College (hereafter called ‘the College’) has zero tolerance for child abuse and is committed to the protection of all children from all forms of child abuse. We have established and implemented our Child Safe Program in accordance with the Victorian Child Safe Standards.

The table below sets out each standard with a summary of how we comply with that standard. All members of the executive leadership team have a shared responsibility for the implementation of the College’s Child Safe Program.

Note: Staff in this document refers to employees, College Council members, volunteers and contractors providing a service to our students.

<table>
<thead>
<tr>
<th>Standard</th>
<th>Description</th>
<th>How Trinity Lutheran College applies this standard</th>
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| 1        | Strategies to embed an organisational culture of child safety | The College complies with this standard in a number of ways including:  
- the development of this Child Safe Program, our Child Protection and Safety Policy and Child Safety Code Of Conduct  
- the appointment of senior staff members as the College’s Child Safety Officers  
- each Council member, employee and volunteer having to complete Valuing Safe Communities, Child Protection and Mandatory Reporting training appropriate to their role  
- establishing clear guidelines for reporting child abuse concerns  
- creating an environment supportive of children from culturally diverse backgrounds and children with disabilities  
- creating a strategy to embed an organisational culture of child safety (CPS07) |
| 2        | A child safety policy or a statement of commitment to child safety |  
- The College has developed and implemented a Child Protection and Safety Policy (CPS01) that describes the key elements of our approach to child protection as well as an overarching set of principles guiding the development of policies and procedures to protect children from child abuse.  
- All staff sign the policy to indicate adherence to the policy.  
- The Child Protection and Safety Policy is published through various mediums including our public website. |
| 3        | A child safety code of conduct |  
- The College has created a plain English Child Safety Code of Conduct (CPS02) which specifies appropriate standards of behaviour for adults towards students in all College environments, including outside of school hours.  
- All staff sign the Code of Conduct to indicate adherence to the code.  
- The Code of Conduct is published through various mediums including |
| 4 | School staff selection, supervision and management practices for a child-safe environment | The College has created child safe human resources practices including those relating to:  
- Recruitment, selection & induction  
- Our Working With Children Check policy  
- Child safety and protection training  
- Cultural awareness of child protection issues  
- Staff and student professional boundaries policy (CPS03) |
| 5 | Procedures for responding to and reporting allegations of suspected child abuse |  
- The College has established simple and accessible procedures (CPS04) for anyone to report a child abuse concern internally to one of the College’s Child Safety Officers (CPS05).  
- Procedures have been developed and implemented for staff for responding to allegations and disclosures of child abuse, or suspected child abuse, including procedures for support following a disclosure by a student.  
- Reporting procedures for third party contractors, external education providers, parents/carers and other community members are included in our Child Protection and Safety Policy which is available on our public website.  
- Age appropriate reporting procedures for students are communicated through our pastoral care program. |
| 6 | Strategies to identify and reduce or remove risks of child abuse |  
- The College has adopted a risk management approach to child safety. Key risk indicators of child abuse are documented in our Child Protection Program and also included in our Child Protection Training.  
- The College has developed a number of strategies, policies and procedures to create a risk-based approach to child safety and protection. |
| 7 | Strategies to promote the child empowerment and participation | The College has developed strategies to promote the participation and empowerment of children including policies and procedures related to age appropriate pastoral care and health and personal development programs and supporting children with disabilities and children from culturally diverse backgrounds. |

In addition to implementing the standards, the College implements the principles of inclusion through our:  
- Disability Discrimination Policy  
- Cultural Diversity Policy.

We understand that allegations of abuse that involve Aboriginal and Torres Strait Islander children, children from diverse backgrounds or children with disabilities will require varied and particular responses to ensure that appropriate action is taken. The College provides training for all of our College Child Safety Officers that specifically covers how to make a culturally appropriate and sensitive response to allegation of abuse in order to overcome any impairments or barriers culturally diverse students or students with a disability may face.

The College is committed to ensuring that the needs of all students including, but not limited to, Aboriginal and Torres Strait Islander students, students from culturally or linguistically diverse backgrounds and students with disabilities or who are vulnerable are taken into account in the development and implementation of the Child Safe Program.