Strategies to embed an organizational culture of child safety and inform the College community

*Trinity Lutheran College has zero tolerance for child abuse and is committed to the protection of all children from all forms of child abuse.*

<table>
<thead>
<tr>
<th>Term/Week</th>
<th>Task</th>
<th>Responsible</th>
</tr>
</thead>
<tbody>
<tr>
<td>March 2016</td>
<td>Carry out a child safety review as per the VRQA self assessment checklist</td>
<td>Principal</td>
</tr>
<tr>
<td>July 2016</td>
<td>Establish an annual review cycle for all child safety related policies and procedures</td>
<td>Principal</td>
</tr>
</tbody>
</table>
| Term 3, 2016 | Inform all members of the college community on the new child safety standards and the College response through:  
  - Information and training sessions for employees and college council  
  - Information sessions for volunteers and contractors  
  - Inform parents and community through the website  
  - Child Safety information posters | Principal                        |
| Ongoing   | Maintain the information and training cycle on child safety through:  
  - Induction kit for all subsequent employees, council members, volunteers and contractors  
  - Briefing program at the start of each school year for all employees  
  - Training for all new employees and college council members upon taking up position  
  - Quarterly reports to College Council through the principal’s report  
  - Annual refresher training for Child Safety Officers | Principal & Deputy Principal |
| Term 3    | Inform students and promote student participation and empowerment through:  
  - Interactive information sessions on child safety policies, procedures and practices through sub school assemblies and pastoral care  
  - Child Safety information posters | Heads of School               |
| Term 3 then ongoing | Establish and embed a child safety program to promote participation and empowerment in students through:  
  - Implementing a protective behaviours skilling program to complement programs on positive relationships, safe communities, code of conduct and restorative practices taught through pastoral care, health and personal development programs  
  - The Student Representative Council quarterly forums | Heads of School               |