



School Registration

Child Safeguarding Policy

The St Pius X College Child Safeguarding Policy implements, and is to be read and understood in conjunction with:

The EREA Child Safeguarding Standards Framework

EREA Child Protection Policy

EREA Commitment Statement to Child Safety

The National Catholic Safeguarding Standards published by Catholic Professional Standards Ltd

The Child Safeguarding Policy has been approved by EREA.

The Child Safeguarding Policy is published on our College's public website and provided to new Staff and to Direct Contact Volunteers and Direct Contact Contractors at induction. It is also communicated through other mediums such as Woodchatta, our annual report and information handbook given to College Board members, new Staff members, service teachers and Direct Contact Volunteers as part of their induction. The policy is designed to ensure the safety of our students, to provide an outline of the policies and practices that we have in place to ensure our students are safe, including from abuse or other harm.

It is an overarching policy that provides the key elements of our approach to the College's Child Safeguarding Program and sets the tone for the College's entire Child Safeguarding Program.

The Child Safeguarding Policy provides the framework for:

- x the development of work systems, practices, policies and procedures

Statement of Commitment to Child Safety

All children and young people who come to St Pius X College have a right to feel and be safe. We are committed to the safety and wellbeing of all children and young people. We are committed to providing a child safe and child friendly environment, where children and young people are safe and feel safe, and are able to actively participate in decisions that affect their lives.

We have a zero tolerance for child abuse and other harm and are committed to acting in students' best interests and keeping them safe from harm

The College regards its child safeguarding responsibilities with the utmost importance and is committed to providing the necessary resources to ensure compliance with all relevant child protection laws and regulations and maintaining a child safe culture.

Each member of the College community has a responsibility to understand the important and specific role that they play individually and collectively ensure that the wellbeing and safety of all students is at the forefront of all that they do and every decision that they make.

Child Safeguarding Standards

The College's commitment to child safety is based on the EREA Child Safeguarding Standards Framework and the National Catholic Safeguarding Standards published by Catholic Professional Standards Ltd., which set out the following overarching standards that guide the development and regular review of our work systems, practices, policies and procedures to protect students from abuse and other harm.

The National Catholic Safeguarding Standards

The National Catholic Safeguarding Standards are:

Standard 1: Committed leadership, governance and culture

Child Safeguarding is embedded in the entity's leadership, governance and culture

Standard 2: Children are safe, informed and participate

Children are informed about their rights, participate in decisions affecting them and are taken seriously

Standard 3: Partnering with families, carers and communities

Families, carers and communities are informed and involved in promoting child safeguarding

Standard 4: Equity is promoted and diversity is respected

Equity is upheld and diverse needs respected in policy and practice

Standard 7: Ongoing education and training

Personnel are equipped with the knowledge, skills and awareness to keep children safe through information, ongoing education and training

Standard 8: Safe physical and online environments

Physical and online environments promote safety and contain appropriate safeguards to minimise the opportunity for children to be harmed

Standard 9: Continuous improvement

Entities regularly review and improve implementation of their systems for keeping children safe

Standard 10: Policies and procedures support child safety

Policies and procedures document how the entity is safe for children

The EREA Child Safeguarding Standards Framework

The College's Child Safeguarding Program is also based on and implements the EREA Child Safeguarding Standards Framework. This Framework includes a set of Child Safeguarding Standards that express the College's own overarching commitment to the child safe values and principles that guide the development of our Child Safeguarding Program. The Framework builds on the NCSS.

The EREA Child Safeguarding Standards are:

Standard 1: Committed Leadership, Governance and Culture

Standard 2: Children and Young People are Safe, Informed and Participate

Standard 3: Partnering with Families, Carers and Communities

Standard 4: Equity is Promoted and Diversity Respected

Standard 5: Robust Human Resource Management

Standard 6: Effective Complaints Handling

Standard 7: Ongoing Education and Training

Standard 8: Safe Physical and Online Environments

Standard 9: Regular Review and Continuous Improvement

Standard 10: Policies and Procedures Support Child Safety

As a part of St Pius X College's induction process, all Staff, as well as Direct Contact Volunteers and Direct Contact Contractors are required to complete induction in our child safeguarding policies, practices and procedures. All Staff, as well as Direct Contact Volunteers and Direct Contact Contractors also receive refresher and ongoing child safeguarding training.

Staff, Direct Contact and Regular Volunteers, and Direct Contact and Regular Contractors are supported and supervised by the College's Child Safeguarding Officers and Leadership Team to ensure that they are compliant with the College's approach to child safety.

Reporting Child Safety Incidents or Concerns to the College

Contact details for our Child Safeguarding Officers are set out below:

Name	Position	Contact Number	Email Address
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effectively implemented within the College, and to support the Principal in the practical application of the College's child safeguarding strategies, policies, procedures and work systems.

Staff Members

All Staff are required to comply with our Child Safeguarding Policy and Child Safe Codes of Conduct, be familiar with our Child Safeguarding Program and understand their legal obligations with respect to the reporting of child abuse and other harm, and Working with Children Checks. It is each individual's responsibility to be aware of key indicators of abuse and other harm, to be observant, and to raise all child safety incidents and concerns with one of the College's Child Safeguarding Officers.

Volunteers

All Volunteers at the College are responsible for contributing to the safety and protection of students in the College environment.

All Volunteers are required to comply with our Child Safeguarding Policy and Child Safe Codes of Conduct. Direct Contact and Regular Volunteers are required to understand their legal obligations with respect to the reporting of child abuse and other harm.

It is each individual's responsibility to be aware of key indicators of child abuse and other harm, to be observant, and to raise all child safety concerns with one of the College's Child Safeguarding Officers.

Contractors

All Contractors engaged by the College are responsible for contributing to the safety and protection of students in the College environment.

Non-Compliance with Our Child Safeguarding Policy

St Pius X College enforces this Child Safeguarding Policy and our Child Safe Codes of Conduct. In the event of any non-compliance, we will instigate a review that may result in a range of measures including (depending on the severity of the breach):

- x remedial education
- x counselling
- x increased supervision
- x the restriction of duties
- x suspension or
- x in the case of serious breaches termination of employment, contract or engagement