



FRAMEWORK

Child Safety

July 2022

CHILD SAFETY FRAMEWORK

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1. Vision

The vision of FCJ College is to provide, in partnership with our families, stimulating, enriching, liberating and nurturing learning environments. At the heart of this vision is our commitment to the ongoing duty of care that we have for the safety, wellbeing and inclusion of all children and young people.

We believe:

- that the values of the Gospel are central to who we are, what we do, and how we act
- that we have a vital role in the mission of the Catholic Church to imagine and seek new horizons while respecting our Tradition
- that a strong sense of community is dependent on the quality of our collegial relationship
- that each person's potential is fostered through the dedicated ministry of Catholic Education
- in leadership encompassing vision, innovation and empowerment.

2. Introduction

FCJ College offer a broad, comprehensive curriculum imbued with an authentic Catholic understanding of Christ and his teaching, as well as a lived appreciation of membership of the Catholic Church.

FCJ College is committed to the safety of all children and has 'no tolerance' for child abuse. FCJ College recognises the importance of embedding a child-safe culture across its schools and is committed to complying with the requirements of Ministerial Order 1359 *Implementing the Child Safe Standards – Managing the Risk of Child Abuse in Schools and School Boarding Premises* (The Order). The FCJ College Council is committed to strong leadership and robust governance oversight.

3. Rationale

FCJ College is governed by the College Council under the auspices of the FCJ Education Australia. The Society of the Faithful Companions of Jesus (FCJ Society) according to Canon Law is the canonical authority for FCJ education. FCJ College policies and procedures are developed to meet the governance accountabilities of FCJ Education Australia. As a Catholic College in the FCJ tradition, FCJ College is committed to work in solidarity with the Catholic education authority in the Diocese of Sandhurst. FCJ College is a Year 7 – 12 Catholic school. The College embodies the charism of Marie Madeleine d'Houët, the founder of the Faithful Companions of Jesus. The College shares with its community a future-oriented and distinctive learning culture guided by reflection, wisdom, and service, empowering children and young people to transform the world with hope and care. Each person's dignity is an essential element in how the College lives out its vision and promotes the safety, wellbeing and inclusion of all children and young people.



4. Definitions

Child	Has the same meaning as in the <i>Child Wellbeing and Safety Act 2005</i> . means (other than in Part 6A) a child or young person who is under the age of 18 years;
Child abuse	Has the same meaning as in the <i>Child Wellbeing and Safety Act 2005</i> . <i>includes -</i> a) <i>any act committed against a child involving—</i> i) <i>a sexual offence; or</i> ii) <i>an offence under section 49M(1) of the Crimes Act 1958; and</i> b) <i>the infliction, on a child, of</i> i) <i>physical violence; or</i> ii) <i>serious emotional or psychological harm; and (c) the serious neglect of a child;</i>
Child-connected work	Work authorised by the school governing authority and performed by an adult in a school environment while children are present or reasonably expected to be present.
Child-related work	Has the same meaning as in the <i>Workers Screening Act 2020</i> .
Child safety	Includes matters related to protecting all children from child abuse, managing the risk of child abuse, providing support to a child at risk of child abuse, and responding to suspicions, incidents, disclosures or allegations of child abuse



<p>School environment</p>	<p>Any physical, online or virtual places, used during or outside school hours:</p> <ul style="list-style-type: none"> a) <i>A campus of the school;</i> b) <i>Online or virtual school environments made available or authorised by FCJ College for use by a child or student (including email, intranet systems, software applications, collaboration tools, and online services); and</i> c) <i>Other locations provided by the school or through a third-party provider for a child or student to use including, but not limited to, locations used for:</i> <ul style="list-style-type: none"> i) <i>camps;</i> ii) <i>approved homestay accommodation;</i> iii) <i>delivery of education and training such as registered training organisations, TAFE's, non-senior school providers or another school; or</i> iv) <i>sporting events, excursions, competitions or other events.</i>
<p>School staff</p>	<p>An individual working in a school environment who is:</p> <ul style="list-style-type: none"> a) directly engaged or employed by FCJ College; b) a contracted service provider (whether or not a body corporate or any other person is an intermediary) engaged by FCJ College to perform child-related work; or c) a minister of religion, a religious leader or an employee or officer of a religious body associated with the school.
<p>Student</p>	<p>A person who is enrolled at or attends the school.</p>
<p>Volunteer</p>	<p>A person who performs work without remuneration or reward for the school in the school environment.</p>

5. Purpose

The FCJ College Child Safety Framework defines our approach to protecting the children and young people in our care. FCJ College must ensure child safety policies and procedures implemented at the school are consistent with the FCJ College Child Safety Framework.



6. Scope

This Framework and incorporated policies and documents apply to FCJ College and are applicable to:

- the FCJ College Council
- all FCJ College staff
- volunteers
- students
- others, including visitors.

7. Policy Statement

FCJ College is responsible for ensuring that they comply with the requirements of The Order by:

- a) establishing culturally safe environments in which the diverse and unique identities and experiences of Aboriginal children, young people and students are respected and valued
- b) ensuring that child safety and wellbeing is embedded in school leadership, governance and culture
- c) ensuring that children, young people and students are empowered about their rights, participate in decisions affecting them and are taken seriously
- d) ensuring that families and communities are informed, and involved in promoting child safety and wellbeing
- e) ensuring that equity is upheld, and diverse needs respected in policy and practice
- f) ensuring that people working with children and young people are suitable and supported to reflect child safety and wellbeing values in practice
- g) ensuring that processes for complaints and concerns are child focused
- h) ensuring that staff and volunteers are equipped with the knowledge, skills and awareness to keep children and young people safe through ongoing education and training
- i) ensuring that physical and online environments promote safety and wellbeing while minimising the opportunity for children, young people and students to be harmed
- j) ensuring that implementation of the Child Safe Standards is regularly reviewed and improved.
- k) ensuring policies and procedures document how schools are safe for children, young people and students.



8. Roles

8.1 Role of FCJ College Council

The FCJ College Council will:

- ensure the Framework is consistent with Ministerial Order 1359 to create and maintain a strong child safe culture across all Sandhurst Catholic schools
- receive reports from the The Principal (or delegate) in relation to implementation of the Framework.

8.2 Role of the Principal

The Principal will:

- ensure the development of an implementation plan for Ministerial Order 1359 to ensure ongoing compliance across all schools and work locations
- ensure the Implementation Plan for Ministerial Order 1359 is enacted across all schools and work locations
- provide resources to all schools and work locations to enact the Implementation Plan for Ministerial Order 1359.
- ensure complaints, concerns and safety incidents are analysed to identify causes and systemic failures and inform continuous improvement
- report on the outcomes of relevant reviews to staff, volunteers, the school community, families and students.
- ensure that the school meets the compliance requirements of Ministerial Order 1359.
- develop procedures and guidelines in compliance with this Framework and related policies.
- ensure procedures or guidelines developed by the school to enact the Framework are approved by the Principal and reflect the setting of the individual school.

9. Legislative Requirements

This Framework and the incorporated policies, codes of conduct and procedures reflect the mandatory requirements imposed on FCJ College under the:

- *Education Training Reform Act 2006* (Vic.)
- *Education and Training Reform Regulations 2017* (Vic.)
- *Privacy Act 1988* (Cth)



- *Public Records Act 1973 (Vic.)*
- *Children, Youth and Families Act 2005 (Vic.)*
- *Equal Opportunities Act 2010 (Vic.)*
- *Crimes Act 1958 (Vic.)*
- *Child Wellbeing and Safety Act 2005 (Vic.)*
- *Worker Screening Act 2020 (Vic.)*

10. Child Safety Framework Resource Documents

FCJ College Commitment Statement to Child Safety

FCJ College CHILD SAFETY Child Safety and Wellbeing

FCJ College CHILD SAFETY – Code of Conduct

FCJ College CHILD SAFETY POLICY – Engaging Families in Child Safety

FCJ College CHILD SAFETY POLICY – Mandatory Reporting

FCJ College – PROTECT Responding and Reporting Obligations

FCJ College SAFETY PROCEDURES – PROTECT Responding and Reporting Obligations

FCJ College CHILD SAFETY POLICY – Reportable Conduct Scheme

FCJ College CHILD SAFETY – Risk Management

FCJ College CHILD SAFETY – Risk Register

Responsible Officer	Principal
Approving Body	FCJ College Council
Approval Date	June 2023
Risk Rating	High
Date of Next Review	June 2024