



Child Safe Standard 8 – Policy Summary Child Safety - knowledge, skills awareness.

The following summary should be read in conjunction with our related policies on the Policy Connect portal.

Strategies to Embed a Culture of Child Safety at the School

<https://mansfieldrudolfsteiner.policyconnect.com.au/module/262/page/de5438d9-2d7a-40d6-ae87-8d8f4c87be84.md>

- This link has subsequent links for staff that outline the responsibilities of those performing work at the school. Members of the school community volunteering as part of any school program should be aware of their responsibilities and reference the following link.

Volunteers' Responsibilities

<https://mansfieldrudolfsteiner.policyconnect.com.au/module/262/page/77ce273f-9abb-45a6-b135-31dc7e395a4e.md>

Child Safe Training Mandate

This policy mandates that a Mansfield Steiner School must provide comprehensive training to its staff, volunteers, and contractors regarding child safety and well-being. This training encompasses initial induction as well as ongoing sessions. It covers crucial topics such as child protection issues, the Child Safe Code of Conduct, and procedures for addressing complaints and concerns related to child abuse.

Supervision and Performance Monitoring

Furthermore, the organization is required to provide effective supervision and closely monitor the performance of its staff, volunteers, and contractors in relation to child safety. The policy emphasizes that governance committees must ensure that volunteers engaged in child-connected work are familiar with the Child Safe Policy and Code of Conduct. Additionally, it states that school staff, governing body members, and volunteers involved in child-connected work should receive appropriate induction and be aware of their responsibilities, including information sharing, reporting obligations, and record-keeping.

Clear Definitions and Roles

The policy also establishes key definitions related to child-connected work and child-related work, distinguishing between roles involving direct contact and non-direct contact. Staff



members, volunteers, and contractors who have direct contact with children or work in their presence are engaged in child-connected work and are subject to specific obligations. Volunteers and contractors are further categorized as direct contact, regular, or casual based on the nature and frequency of their work. Direct contact volunteers/contractors have physical or face-to-face interaction with students, regular volunteers/contractors assist the school without direct contact, and casual volunteers/contractors provide occasional or one-off services.

Practices and Procedures

The policy concludes by outlining Mansfield Steiner School's specific practices related to child-safe training, supervision, performance monitoring, and professional development. These practices are designed to foster a child-safe culture, protect students from abuse and harm, and maintain a safe learning environment.

Summary of Subsections:

1. **Child Safe Training:** This subsection summarizes the child safety training requirements for various individuals associated with Mansfield Steiner School, including Governance Committee members, staff, volunteers, and contractors. It outlines the mandatory child-safe training that must be completed during induction and on an annual basis for different roles. The training covers a wide range of topics, including recognizing child abuse, reporting procedures, legal obligations, complaints handling, cultural safety, and risk mitigation. The school maintains electronic records of completed training through CompliLearn/Policy Connect.
2. **Supervision and Performance Monitoring:** This subsection focuses on the supervision and performance review process concerning child safety and well-being for staff, volunteers, and contractors at Mansfield Steiner School. It defines supervision as an evaluative intervention provided by senior staff members to monitor professional functioning, educational quality, and relationships within the school community. Performance reviews aim to sustain performance, promote learning and development, and enhance competencies. Regular supervision and performance reviews are conducted for staff and contractors engaged in child-connected work, and probationary periods are implemented for new staff members. Supervising staff members are assigned to directly oversee volunteers involved in child-connected work.
3. **Professional Development for Staff:** This subsection highlights the ongoing professional development in child safety that is essential for staff members at Mansfield Steiner School. The school assesses the required level of child safety training and experience for each staff member's role and ensures access to continuous training and development opportunities. Annual professional development reviews are conducted as part of the performance review process,



taking into account the Child Safe Codes of Conduct and program requirements. This ensures that staff members are equipped to prioritize student safety and protection from abuse and harm.

Review date June 2023 Glenn Hood – Sent to GC June 2023

Next review June 2024