

Statement of Commitment

Kennedy Baptist College is committed to the protection of all children from all forms of child abuse and grooming, and demonstrates this commitment through the implementation of a comprehensive Child Protection Program designed to keep children safe.

Child Safety Policy

Kennedy Baptist College is a child safe and child friendly environment.

At Kennedy Baptist College, we have a zero tolerance for child abuse and grooming, and are committed to acting in children's best interests and keeping them safe from harm. The College regards its child protection responsibilities with the utmost importance and as such, is committed to providing the necessary resources to ensure compliance with all relevant child protection laws and regulations and maintain a child safe culture.

Child Safe Standards

The College's commitment to child safety is based on the Royal Commission's Child Safe Standards that guide the development and regular review of our strategies, policies and procedures, systems and processes to protect children from abuse:

1. Child Safety is embedded in institutional leadership, governance and culture.
2. Children participate in decisions affecting them and are taken seriously.
3. Families and communities are informed and involved.
4. Equity is upheld and diverse needs are taken into account.
5. People working with children are suitable and supported.
6. Processes to respond to complaints of child sexual abuse are child focused.
7. Staff are equipped with the knowledge, skills and awareness to keep children safe through continual education and training.
8. Physical and online environments minimise the opportunity for abuse to occur.
9. Implementation of the Child Safe Standards is continuously reviewed and improved.
10. Policies and procedures document how the institution is child safe.

Child Protection Program

The College has in place policies, procedures, practices and strategies for the prevention of child abuse and grooming, informed by authoritative and context-appropriate child-safe organisation frameworks, approved by the Board, reviewed annually and updated in light of experience and relevant research. The College's Child Protection Program includes, but is not limited to:

- Clear information as to what constitutes grooming and child abuse and associated key risk indicators;

- Clear procedures for responding to and reporting allegations of grooming and child abuse;
- Strategies to support, encourage and enable staff, volunteers, contractors, visitors, parents/guardians and students to understand, identify, discuss and report child protection matters;
- Robust human resources, recruitment and screening practices for staff and volunteers;
- Pastoral care strategies designed to empower students and keep them safe;
- Policies with respect to cultural diversity and students with disabilities;
- A developmentally appropriate protective behaviours curriculum;
- Information regarding the steps to take after a disclosure of abuse and grooming to protect, support and assist children;
- Guidelines with respect to record keeping and confidentiality;
- Provision of information to parents/guardians about the protective behaviours curriculum, the staff code of conduct and when, how and who to tell when they have concerns;
- A system for continuous improvement and review; and
- Arrangement of the premises and facilities to deter inappropriate interactions and facilitate detection.

Responsibilities

Child Protection is everyone's responsibility. At Kennedy Baptist College, all members of the Board, staff, visitors and volunteers have a shared responsibility for contributing to the safety and protection of children.

All staff are required to be familiar with the content of our Child Protection Program and their legal obligations with respect to the reporting of child abuse and grooming. It is each individual's responsibility to be aware of key risk indicators of child abuse and grooming, to be observant, and to raise any concerns they may have relating to child abuse and grooming with the Principal.

Reporting Concerns

If you have a concern that a child may be subject to abuse or grooming we encourage you to discuss your concerns with the Principal.

You are also welcome to raise your concern by lodging an online report [here](#).

Communications will be treated confidentially on a "need to know basis".