



Holy Spirit Commitment Statement to Child Safety

At Holy Spirit we hold the care, safety and wellbeing of children and young people as a central and fundamental responsibility of our school. Our commitment is drawn from and inherent in the teaching and mission of Jesus Christ, with love, justice and the sanctity of each human person at the heart of the gospel.

We are committed to the provision of a safe and nurturing culture for all children in our school through:

Upholding the primacy of the safety and wellbeing of children and young people.

At all times, the ongoing safety and wellbeing of all children and young people will be the primary focus of care and decision-making, with particular attention paid to the cultural safety of Aboriginal and Torres Strait Islander children and children from culturally and/or linguistically diverse backgrounds, as well as the safety of children with a disability.

To create and maintain a safe and nurturing culture, Holy Spirit will actively and continually develop and review all policies, processes and practices, informed by emerging thinking and evidence.

Empowering families, children, young people and staff to have a voice and raise concerns.

Our school, in partnership with families, will ensure children and young people, are engaged and active participants in decision-making processes, particularly those that have an impact on their safety.

This means that the views of staff, children, young people and families are taken seriously and their concerns are addressed in a just and timely manner. Children and young people are also provided with the necessary skills and knowledge to understand and maintain their personal safety and wellbeing.

Implementing rigorous risk-management and employment practices.

Holy Spirit will systematically and continually identify and assess risks to child safety and will eliminate (where possible) or reduce all potential sources of harm. Effective risk management will be embedded in school life through effective, transparent and well-understood policies, procedures and practices.

Our school will employ highly competent and professional staff who are formed and challenged to maintain the safety of all students. The high-quality of staff appointments will be upheld through rigorous employment and staff review processes and practices.

As part of our normal meeting procedures Staff and the School Advisory Council will revisit all Child Safe practices and requirements annually.

We aim to stay abreast of current legislation and will meet our legislative duties to protect the safety and wellbeing of children and young people in our care, including the Victorian Child Safe Standards (Victorian Government 2016, reviewed 2019), Mandatory Reporting, Reportable Conduct, Family Violence Information Sharing, grooming, failure to disclose and failure to protect requirements.