

RESPONDING TO STUDENT SAFETY CONCERNS POLICY

Last Review: May 2022	Constructed / Reviewed by: Mentone Grammar on advice from Russell Kennedy Lawyers
Next Review: August 2024 (at least every two years (thereafter or more frequently after a significant student safety incident))	Approval Required: Board Motion
Policy Number: 7	Board Sign Off Date: 12 October 2022 Implementation Date: 1 July 2022

1 Statement of Context and Purpose

- 1.1 Mentone Grammar (the **School**) is committed to protecting its students from all aspects of harm, and has established strategies, practices, policies and procedures to uphold this public commitment.
- 1.2 The School takes a zero tolerance approach to any behaviours that jeopardise student safety and wellbeing (including all forms child abuse and reportable conduct). The School regards its student safety and wellbeing responsibilities with the utmost importance and strives to deliver an educational curriculum that promotes the School's vision, mission and values of *Caring, Respect, Integrity, Endeavour, Service, Discipline and Resilience*.
- 1.3 The School's aim is to create an environment where students can learn in a calm and focused environment characterised by ethical behaviour and defined professional boundaries, and where they feel safe and supported by the School.
- 1.4 This policy sets out in an accessible, child focused, culturally safe and easily understood manner, the ways in which concerns about all forms of child abuse and other reportable conduct may be brought to the School's attention, and will otherwise be dealt with, both internally and in accordance with the School's external reporting obligations.
- 1.5 This policy is a procedure for responding to and reporting child abuse allegations for the purpose of *Ministerial Order No. 1359 – Implementing the Child Safe Standards – Managing the Risk of Child Abuse in Schools and School Boarding Premises*.

2 Application

- 2.1 This policy applies to all Board members, employees, volunteers, contractors and other authorised personnel required to perform functions on the School's premises, or at School-organised activities and events. Collectively, these individuals are referred to as 'staff'.
- 2.2 This policy extends to any other person who is engaged in student-connected work at the School, or that otherwise has direct and regular contact with the School's students (whether supervised or not).

3 Related Documents

Legislation

- 3.1 *Crimes Act 1958* (Vic)
- 3.2 *Worker Screening Act 2020* (Vic)
- 3.3 *Education and Training Reform Act 2006* (Vic)
- 3.4 *Child Wellbeing and Safety Act 2005* (Vic)
- 3.5 *Children, Youth and Families Act 2005* (Vic)
- 3.6 *Ministerial Order No. 1359*

Policies

- 3.7 Student Safety & Protection Policy
- 3.8 Student Safety Staff Code of Conduct
- 3.9 Student Safety Recruitment and Selection Policy
- 3.10 Student Safety Definitions
- 3.11 Student Safety Responsibilities

4 Definitions

- 4.1 The Student Safety Definitions document sets out the key definitions used in the School's student safety and wellbeing policies. For the avoidance of doubt, the following definitions are detailed below.
- 4.2 **Mandatory reporter** has the meaning given to it by section 182 of the *Children, Youth and Families Act 2005* (Vic) (**CYF Act**). It includes but is not limited to registered teachers (including early childhood teachers), staff with post-secondary qualifications employed in the care, education or minding of children, school principals, registered nurses, students in training to become teachers (who have been granted permission to teach under relevant legislation), registered psychologists, out of home care workers, early childhood workers and any other person referred to in section 182 of the CYF Act.
- 4.3 **Reasonable belief** means a belief that would lead a reasonable person in the same position as you, and with the same information as you to form a belief that child abuse (including sexual abuse) or reportable conduct is occurring or may occur. There must be some objective basis for the belief. However, it is not necessary to have proof to form a reasonable belief, nor do you need to make a judgement about the truth of an allegation. However, a reasonable belief is more than suspicion, mere rumour or speculation. Examples on circumstances where a reasonable belief may be formed are provided in this policy.

5 Relevant Principles

- 5.1 The Board and its staff have a variety of mandatory reporting obligations in relation to child abuse and other reportable conduct. The School is guided by this policy to fulfil its (and its staff's) obligations and aims to ensure that:
 - (a) Staff, students and members of the school community feel encouraged to raise concerns in accordance with this policy.
 - (b) Student Safety Officers are carefully selected based on certain attributes and their role in the School.

- (c) Contact details of Student Safety Officers are readily available and widely known to the School community.
 - (d) All concerns are treated seriously, with the utmost importance and are responded to in a prompt, appropriate, sensitive and thorough fashion.
 - (e) The School and its staff have knowledge and an understanding of their legal obligations with their reporting concerns, and comply with them proactively.
 - (f) The School's processes for responding to student safety and wellbeing concerns (and the complaints process generally) are legally compliant (with regard to privacy laws, reporting obligations and employment law), culturally safe and understood broadly - including by children and young people, their families and staff.
 - (g) Investigations are conducted fairly and without bias, promptly and without undue delay.
 - (h) All reasonable steps are taken to protect the identity and wellbeing of a student who is the subject of a concern, and ensure that no adverse action is taken against a person who raises, or is the subject of a concern.
 - (i) All reasonable steps are taken to co-operate with law enforcement agencies regarding concerns raised under this policy, and that they are reported to relevant authorities regardless of the legal obligation to do so.
 - (j) Members of the School community understand and have confidence in the processes that will be followed by the School in response to concerns.
 - (k) This policy is student-focused and can be easily understood by the School community, in particular students.
- 5.2 When complying with this policy, it must be appreciated that fulfilling the roles and responsibilities contained herein will not displace or discharge any other obligations that arise if a person reasonably believes that a student is at risk of child abuse or reportable conduct.
- 6 Raising concerns**
- How the School community may raise concerns with the School**
- 6.1 ***If you have a belief that a student is in immediate danger, you should immediately phone the Police on 000.***
- 6.2 If you are a member of the School community (other than a member of staff), with a concern about child abuse or reportable conduct involving a student, then you are encouraged to raise that concern with the Student Safety Officer in the first instance, or a member of the Executive Team.
- 6.3 As the welfare and the best interests of the School's students are paramount, you are encouraged to make a report, whether or not you have formed a belief on reasonable grounds that the abuse or conduct has occurred.

- 6.4 Relevant contact details for the School's Student Safety Officers are set out in the below table.

Name	Position	Contact details
Jessica Richards	Head of Eblana (ELC)	jsr@mentonegrammar.net 0438 433 563
Mary Craven	Head of Riviera	mtc@mentonegrammar.net 0481 602 161
Dan Newton	Head of Bayview	dann@mentonegrammar.net 0411 389 907
Julie James	Head of Greenways	jaj@mentonegrammar.net 0431 162 036
Jason Mann	Head of Frogmore	jsm@mentonegrammar.net 0422 263 830
Bridgitte Roberts	Head of Wellbeing	bridgitter@mentonegrammar.net 0422021491

- 6.5 The School has appointed the Principal as its senior Student Safety Officer. The Principal has an important role in the promotion and maintenance of a student and culturally safe culture at the School.
- 6.6 Where a concern relates to a Student Safety Officer, it should be reported to the Principal.

How staff will deal with their own concerns

- 6.7 Staff with, or who are aware of concerns about child abuse or reportable conduct must also address any concerns they may have in accordance with this policy.

Concerns about the Principal or the Board

- 6.8 Where a concern relates to the Principal or a Board member, concerns should be raised with the Board Chair by email at chair@mentonegrammar.net.

7 The School's Response

- 7.1 This section sets out how the School will acknowledge a concern about child abuse or reportable conduct involving a student.

Receiving a concern

- 7.2 A member of School staff, upon becoming aware of a concern, is required to:
- Listen to the concern in a considerate, patient and supportive manner (and appropriately where the concern is coming from a student).
 - Identify the party or parties involved.
 - Confirm the basic details, without seeking extensive information, casting judgment or asking suggestive or leading questions.
 - Take a detailed file note.
 - Remain balanced and not assess the validity of the concern(s) being raised.

- (f) Explain that other people may need to be informed about the concern, in order to stop any inappropriate or unlawful behaviour and to comply with the School's legal obligations and procedures.
- (g) Confirm that the School takes the concern seriously.
- (h) Offer support to the student(s) involved in the concern, and their families. This may include encouragement to access confidential wellbeing and support services, either internal or external to the School.
- (i) Outline the process that will be followed by the School in dealing with the concern, in accordance with this policy.

7.3 The member of School staff should then:

- (a) Promptly and thoroughly manage the response of the School (including by monitoring the School's overall compliance with this policy and accounting for alternatives if the staff member allocated to resolve the concern is unable to perform their role).
- (b) Comply with their personal reporting obligations as set out in this policy.
- (c) Notify the Principal, a Student Safety Officer or member of the Executive Team, about the concern.
- (d) If the Student Safety Officer or member of the Executive Team is the subject of the concern, notify the Principal about the concern.
- (e) If the Principal is the subject of the concern, notify the Board Chair about the concern.

7.4 The School will then take such steps as it considers appropriate to protect any student connected with a concern until it is resolved, including by ensuring that any mandatory reporting obligations are met, and also, that allegations, suspicions or disclosures are made to relevant authorities (including but not limited to Child Protection and CCYP) have been met, regardless of whether there is a legal obligation to report.

Resolving the concern

- 7.5 The School will investigate the concern where appropriate, which will ordinarily require a determination, on the balance of probabilities, whether the concern is substantiated or not.
- 7.6 When doing so, the School will take into account the diversity and characteristics of the school community to ensure equity is upheld and act to reduce barriers to inclusion.
- 7.7 The decision-maker will usually be the Principal (or their nominee), although where the concern relates to the alleged conduct or misconduct of the Principal then the decision-maker will be the Board. The School may rely on legal or third-party assistance to investigate or determine the concern.
- 7.8 Where a concern involves allegations against a staff member, the School will need to notify the staff member about those allegations (to the extent that it is appropriate to do so, which may initially involve only notification that there has been a concern), outline the process to

be followed, and advise the staff member about the process pending the resolution of the concern (which may, in appropriate cases include the staff member being stood down, without judgment, while the concern is being dealt with).

- 7.9 To the extent that the School decides it is appropriate or practicable to do so, any investigation will usually involve:
- (a) Interviewing the subject of the concern and key witnesses or individuals (noting that more than one interview may be required).
 - (b) Reviewing relevant documents, correspondence and materials of substance.
 - (c) Taking notes of any interviews (or where appropriate, transcripts of audio recordings of any interviews) during the investigation.
 - (d) The relevant decision-maker determining whether, on the balance of probabilities, the concern is substantiated.
- 7.10 Witnesses being interviewed will not be unreasonably refused a support person.
- 7.11 If the concern is substantiated, the School will take appropriate action (which may, in the case of a current staff member, potentially include summary dismissal for serious misconduct). Even if a concern is not substantiated, the findings made by the School during the course of investigating the concern may, in certain cases, still result in disciplinary action (including dismissal).
- 7.12 Following the conclusion of its investigation, the School will indicate the outcomes of the investigation to:
- (a) The person, or student who raised the concern.
 - (b) The person subject of that concern (where appropriate).
 - (c) Any external authorities (including CCYP, Victoria Police, VIT and any other child protection bodies) to whom a report is required to be made.

The School may need to adjust this policy to reflect the circumstances

- 7.13 This policy applies regardless of whether the alleged behaviour which is the subject of a concern, occurred on or outside School grounds, or concerns current or former students.
- 7.14 It may not be appropriate or possible for the School to investigate that concern in strict accordance with this policy where a concern is raised with the School and:
- (a) An investigation by Victoria Police, CCYP or VIT relevant to the concern is ongoing.
 - (b) Civil or criminal proceedings relevant to the concern are ongoing.
 - (c) The concern relates to the conduct of current or former students.
 - (d) The concern relates to the conduct of former staff.

- 7.15 In such circumstances, the School will seek and act on legal advice to comply with this policy to the extent it is appropriate to do so (and in particular to protect the health, safety and wellbeing of all current students of the School).

Keeping the School informed

- 7.16 It is the School's preference that members of the School community (including students, staff, volunteers, parents, etc) promptly inform the Principal, a member of the Executive Team or a Student Safety Officer of any matters on the subject of a potential reporting obligation under this policy which relate to the School community, so that the School can coordinate the information and support the Police and affected students and their families as required.

However, the School appreciates that in some cases it will be necessary for an external report to be made before the School is notified (and nothing in this policy is intended to limit a person's right, or obligation, to make external reports). At the very least, the Principal, a member of the Executive Team, or a Student Safety Officer should be notified after an external report is made.

Reflection and continuous improvement

- 7.17 It is important that the School's student safe practices are subject to continuous improvement.
- 7.18 The School will analyse complaints, concerns and safety incidents to identify causes and (if applicable) systemic changes to inform continuous improvement.
- 7.19 The School will report on the findings of relevant reviews of student safety and wellbeing practices to staff, students and the community, particularly where the School's usual practices are improved as a result.

8 Other Considerations

Concerns relating to other students

- 8.1 This policy also applies to concerns involving the behaviour of other students.
- 8.2 For example, mandatory reporting obligations are not limited to the actions of staff, and the failure to disclose offence can also apply to alleged sexual activity by adult students.
- 8.3 Where a concern involves child abuse or other inappropriate behaviour allegedly perpetrated by a student, the School will comply with its mandatory reporting obligations, and may otherwise exercise its discretion to inform SOCIT.
- 8.4 Subject to any Police clearance which may be required, the School will otherwise deal with student-on-student behavioural issues in accordance with its Student Code of Conduct and any other relevant student discipline policies and procedures.

Information provided to students

- 8.5 Students are provided with age-appropriate information during class time and through School assemblies about what to do in response to an allegation of suspected child abuse

and the need to promptly alert a member of staff if they believe that they, or a peer, is suffering from child abuse or reportable conduct.

8.6 Information provided to students includes, but is not limited to:

- (a) Remain calm.
- (b) Promptly seek help and speak to a trusted staff member (including a member of the Executive Team or a Student Safety Officer) about the concerns.
- (c) Remember this is not your fault, you are not to blame and are not in trouble.
- (d) Tell the story in your own words, with as much detail as you can.
- (e) Do not be afraid of saying the “wrong” thing.
- (f) Listen carefully to any instructions you receive from staff (or if applicable, the Police or other authorities).
- (g) Listen carefully to information you receive from staff about what will happen next (for example, and subject to the circumstances, authorities notified, parents informed, internal and/or external investigation).
- (h) Be reassured that that you have done the right thing.

Records

8.7 The School will make, keep and secure clear and contemporaneous records of any concerns raised in accordance with this policy, and the steps taken by the School to respond to those concerns.

8.8 The School will also create, maintain and dispose of any records about student safety and wellbeing in line with the Public Record Office Victoria Recordkeeping Standards, including minimum retention periods regarding these obligations. In addition, the School will ensure all staff understand relevant obligations in relation to information sharing and record-keeping through training and education.

Support

8.9 The School will afford appropriate support to students the subject of, or otherwise connected to, concerns raised under this policy, particularly until the concern is resolved.

8.10 If a concern involves a student who identifies as Aboriginal or Torres Strait Islander, or is from a culturally and/or linguistically diverse background, steps will be taken to ensure that the student, and their family, is supported to understand the situation and are supported, including via the use of an interpreter where required.

8.11 If a concern involves a student with a disability, steps will be taken to ensure the student, and their family, understand the situation and are supported.

8.12 If a concern involves a student with needs, special circumstances or otherwise (for example, students who identify as LGBTQIA+, or are unable to live at home) steps will be taken to ensure the student, and their family, understand the situation and are supported.

- 8.13 The School will also provide appropriate support to staff who make mandatory reports under this policy, or who are assisting the School or families with the process outlined in this policy.

Cooperation with authorities

- 8.14 The School will cooperate with any investigation by Victoria Police, CCYP or any other relevant authority in relation to a concern or report (whether made under this policy or otherwise).

Confidentiality

- 8.15 Appropriate confidentiality will be maintained at all times when dealing with concerns under this policy, with information only being provided to those who have a right or otherwise, on a “needs to know” basis.

Communication

- 8.16 Where appropriate, the School will provide parents, carers and guardians with guidance and support where a student is the subject of a concern.
- 8.17 Staff do not require consent from a student’s parents before making a mandatory report in accordance with this policy. Similarly, staff are not required to disclose that a mandatory report has been made.
- 8.18 However, the School will keep families updated as it considers appropriate about the way in which it is dealing with concerns affecting that family's child.

Victimisation is not tolerated

- 8.19 The School will not tolerate victimisation towards someone because they have raised or participated in a process contemplated by this policy, including by raising a concern or making a mandatory report.

9 The School’s reporting obligations

- 9.1 This section sets out the out the main mandatory reporting obligations that apply to the School and its staff.
- 9.2 The School treats seriously its reporting obligations and recognises that student protection is everyone’s responsibility. Whilst the Principal, the Executive Team and Student Safety Officers are primarily entrusted with day-to-day responsibility for ensuring that these reporting obligations are met, all staff and appropriate personnel are required to uphold the ethos of this policy by ensuring that student safety matters are reported internally, and externally where required.
- 9.3 Staff will receive training on their personal reporting obligations to achieve this, which are summarised below:

Reporting a Sexual Offence: Failure to Disclose Offence

- 9.4 The *Crimes Act 1958* (Vic) makes it a crime to fail to disclose a sexual offence against a child.

- 9.5 As a result, anyone (and not just a not just professionals who work with the School's students, or with children and young people generally) aged 18 or over must make a report to Victoria Police if they form a reasonable belief that a sexual offence has been committed against a child under the age of 16 years, by a person aged 18 years or over.
- 9.6 A 'reasonable belief' or a 'belief on reasonable grounds' is not the same as having proof, but is more than mere rumour or speculation. A 'reasonable belief' is formed if a reasonable person in the same position would have formed the belief on the same grounds. For example, a 'reasonable belief' might be formed if:
- (a) A student states that they have been sexually abused.
 - (b) A student states that they know someone who has been sexually abused (sometimes the student may be talking about themselves).
 - (c) Someone who knows a student states that the student has been sexually abused.
 - (d) Professional observations of the student's behaviour or development leads a professional to form a belief that the student has been sexually abused or is likely to be abused.
 - (e) Signs of abuse lead to a belief that the student has been sexually abused.
- 9.7 If you are not sure whether you have a reasonable belief, you must consult with the Principal, a member of the School's Executive Team, a Student Safety Officer or the appropriate body to which a report must be made.
- 9.8 If you have formed a reasonable belief in relation to a sexual offence, you must immediately report the belief to Victoria Police by calling 000 in an emergency or otherwise, to the Mordialloc Police Station on (03) 9588 2988 or Cheltenham Police Station on (03) 9583 9767.
- 9.9 You must then make a further report on each occasion on which you become aware of any further reasonable grounds for the reasonable belief.
- 9.10 Failure to make a report without reasonable excuse is an offence under section 327 of the *Crimes Act 1958* (Vic) and carries a potential term of imprisonment.
- 9.11 However, it may not be an offence not to disclose a sexual offence against a child to Victoria Police if you:
- (a) Have a reasonable fear that reporting your reasonable belief to Victoria Police may pose a risk to your own or another person's health and safety (including the relevant child or young person, but not including the alleged perpetrator of sexual offence).
 - (b) Were told about the sexual offence by the alleged victim, who was 16 or older at the time they disclosed the abuse, and they have asked you not to report the abuse.
 - (c) Believe on reasonable grounds that the information has already been disclosed to Victoria Police by another person (such as a Child Protection authority) and you have no further information.

- 9.12 If there is uncertainty about the need for a report to Police (or another body) you should seek advice from the Principal, the Executive Team or a Student Safety Officer about whether you are still required to make a report.

The Reportable Conduct Scheme

- 9.13 The *Children Wellbeing and Safety Act 2005* (Vic) established the Reportable Conduct Scheme (**Scheme**) managed by CCYP. The Scheme requires the School to report and investigate reportable allegations (as defined in the Student Safety Definitions document) against a current member of staff.
- 9.14 The Principal (or their delegate) will notify CCYP of any alleged reportable conduct or alleged misconduct that may involve reportable conduct in respect of a staff member.
- 9.15 A disclosure can be made using an online form available on CCYP's website. CCYP may also be contacted by phone on 1300 782 978 or by email at contact@ccyp.vic.gov.au in relation to any queries.
- 9.16 Further, the Scheme requires the head of an entity (the Principal) to do certain things upon becoming aware of a reportable allegation about a member of staff. These obligations include, but are not limited to, managing any immediate risks to students, making reports as required by law and investigating the allegations when appropriate clearance has been received (refer below).
- 9.17 Where a reportable allegation is about the Principal, the Board Chair will assume responsibility for complying with the head of entity's obligations under the Scheme.
- 9.18 As soon as practicable after becoming aware of a reportable allegation, the head of the entity must respond to the reportable allegation by making the notifications to CCYP and investigating the allegation:
- (a) Initial notification – within three (3) *business days* after becoming aware of the reportable allegation.
 - (b) Update – as soon as practicable and within thirty (30) *calendar days* after becoming aware of the reportable allegation.
 - (c) Advice about investigation – as soon as practicable.
 - (d) Outcome(s) of investigation – as soon as practicable.

Mandatory reporting

- 9.19 Mandatory reporters (as defined in the Student Safety Definitions document) have mandatory reporting obligations under the *Children, Youth and Families Act 2005* (Vic). Failure to make a mandatory report can constitute an offence under that Act.
- 9.20 If you are a mandatory reporter, and you have formed a reasonable belief that:
- (a) a child has suffered, or is likely to suffer, significant harm, as a result of physical injury or sexual abuse; and

- (b) the child's parents have not protected, or are unlikely to protect, the child or young person from harm of that type,

Mandatory reporters (and anyone in Victoria) may also report in relation to other types of significant harm to a child, including:

- (c) Abandonment or parental incapacity
- (d) Emotional or psychological harm
- (e) Harm to physical development

you must **immediately** report the belief to Child Protection – South Division Intake Service by calling 1300 555 526 during business hours, or 13 12 78 after hours. Additional reports must be made on each occasion where a mandatory reporter becomes aware of any further reasonable grounds for the belief.

- 9.21 Staff must check whether they are mandatory reporters.
- 9.22 A mandatory reporter must make a report even if a SSO does not share their belief that the report must be made. The School will afford support where appropriate to mandatory reporters who make a report under this policy.

Victorian Institute of Teaching (VIT)

- 9.23 In accordance with the *Education and Training Reform Act 2006* (Vic), the School must notify VIT if it has taken any action against a registered teacher in response to allegations:
 - (a) Of serious incompetence.
 - (b) Of serious misconduct.
 - (c) That the teacher is unfit to be a teacher.
 - (d) That the teacher's ability to practice as a teacher is seriously detrimentally affected, or likely to be seriously affected, because of an impairment.
 - (e) Any other actions against a registered teacher that may be relevant to their fitness to teach.
- 9.24 The School must also notify VIT if it becomes aware that a registered teacher has been:
 - (a) Charged with, convicted or found guilty of certain criminal offences that affect the right to hold a Working with Children Check (**WWCC**).
 - (b) Given a negative notice in relation to a WWCC.

Referral to Orange Door

- 9.25 A referral to Orange Door should be considered if, after taking into account the available information, a staff members forms a view that the concerns have a low-to-moderate impact on the wellbeing of a student under the age of 17 years, but the student is not at risk of significant harm (meaning a mandatory report is not required).

- 9.26 Anyone with a concern for a student's wellbeing can make a referral to The Orange Door. If the Principal does not wish to make a mandatory report, this does not discharge the mandatory reporter's legal obligation to do so *if the mandatory reporter continues to hold a reasonable belief that abuse or a sexual offence may have occurred* (including in circumstances where the student's parents have not or are unlikely to protect their child from that harm). In that circumstance, the mandatory reporter must still make a report to Child Protection or a referral to Orange Door and in the case of a sexual offence, Victoria Police.
- 9.27 Examples of situations where a referral to The Orange Door may be appropriate include:
- (a) Significant parenting problems that may be affecting the student's development.
 - (b) Family conflict, including family breakdown.
 - (c) A family under pressure due to a family member's physical or mental illness, substance abuse, disability or bereavement.
 - (d) Young, isolated and/or unsupported families.
 - (e) Significant social or economic disadvantage that may adversely impact on a student's care or development.
- 9.28 Many cases will not fit neatly into these categories. For guidance about whether a referral to The Orange Door should be considered, staff can refer to the School's Student Safety Officers and information available on the DFFH's website.
- 9.29 Orange Door can be contacted at 1800 319 353.

10 Communication and Implementation

- 10.1 This policy is made publicly available on the School's website.
- 10.2 This policy is available to staff as part of the School's and the Board's internal policies and procedures. Aspects of (and updates to) the School's student safety and wellbeing framework, including this policy will be addressed in the School's professional development updates, training programs, bulletins and newsletters.
- 10.3 To properly implement this policy:
- (a) The Board will review this policy and the School's student safe practices at least every two years (or more frequently after a significant student safety incident) and implement improvements where applicable.
 - (b) Families and the School community will be afforded the opportunity to contribute to the review and development of the School's student safe policies and practises (including this policy).
 - (c) Periodic training and refresher sessions on this policy are provided to all staff.

All staff must ensure that they abide by this policy and assist the School in implementing this policy.