

# Child and Young People Safe Environment Policy



## 1 Purpose

St John's Grammar is committed to promoting and protecting the best interests of all children and young people attending or visiting the school, by providing a child-safe and child-friendly environment.

The purpose of this document is to ensure the community adhere to the following legislative requirements:

- The Children and Young People (Safety) Act 2017.
- The Child Safety (Prohibited Persons) Act 2016.
- The National Principles for Child Safe Organisations.
- Statutes Amendment (Child Sexual Abuse) Act 2021.
- The United Nations Convention on the Rights of the Child.
- National Standards for Out-of-Home Care.

## 2 Scope

This document applies to:

- All St John's Grammar employees, volunteers and work placement students.
- All third-party providers, visitors and users of our site.
- All members of St John's Grammar Governing Board and sub-committees.
- All Students enrolled at the school.

## 3 Policy Statement

At St John's Grammar we are committed to complying with legislative requirements as an organisation that provides services for children and young people to help protect them from risk and harm.

All children, regardless of their gender, race, religious beliefs, age, disability, sexual orientation, or family or social background, have equal rights to protection from harm.

St John's Grammar has zero tolerance of harm or risk of harm to children and young people and everyone working at St John's Grammar is responsible for the care and protection of the children within our care and reporting information about suspected child harm or risk of harm.

Child and young people protection is a shared responsibility between St John's Grammar and all staff, contractors, volunteers, associates, and members of our community.

St John's Grammar will consider the opinions of children and use their opinions to develop child protection policies.

St John's Grammar supports and respects all children, staff contractors and volunteers.

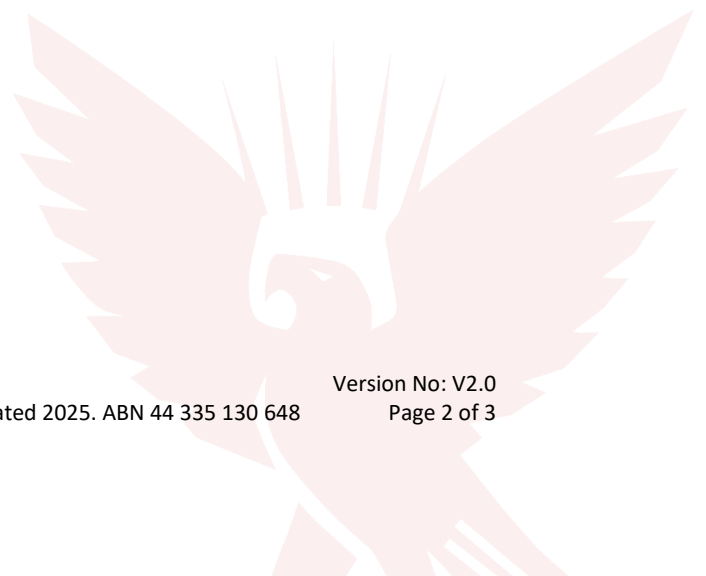
St John's Grammar is committed to the cultural safety of children and pays particular attention to the safety and cultural safety of the following groups of children in recognition of their increased vulnerability, and diverse and unique identities and experiences:

- Aboriginal and Torres Strait Islander children and young people.

- Children from culturally and linguistically diverse backgrounds.
- Children living with a disability.
- Children who identify as lesbian, gay, bisexual or trans (LGBT).
- Children who are intersex, non-binary or gender diverse.
- Children in and out of home care and the youth justice system.

#### **4 To achieve our commitment, we will**

- Develop an environment in which children feel listened to and valued, and in which their concerns are acted upon, including encouraging and allowing children to participate in decisions important to them.
- Consult with staff and other appropriate parties, including families and children.
- Assess and manage the risk of harm to children who interact with the school online.
- Take a proactive approach to child safety, including fostering a culture of openness that encourages all staff to report any concerns of child safety and supports them in this process.
- Report suspected harm or risk of harm promptly to the appropriate authority.
- Ensure children know the options available to them if they are concerned or feeling unsafe, and foster an environment where children are safe to raise such concerns.
- Recruit staff who are suitable to work with children and provide high quality training, supervision and professional development to staff.
- Have policies, procedures and supports in place to reflect these commitments, and review these regularly.



# Version History

| Version No. | Description of Changes                                                                                                                                                                                                                                                                                    | Effective Date |
|-------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|
| V1.0        | Revised Child Protection Policy and retitled to Child and Young People Safe Environment Policy. Removed the procedure from the policy and created a separated procedure document. Written in line with National Principles for child safe organisations and the new Document Management Procedure SJGS-1. | 05/06/2025     |
| V2.0        | Minor Grammatical amendments.                                                                                                                                                                                                                                                                             | 18/07/2025     |

