



PLC
PRESBYTERIAN
LADIES' COLLEGE
SYDNEY | ARMIDALE

Statement of Commitment to Child Safety

PLC Sydney and PLC Armidale (*the College*) has developed the following Statement of Commitment to Child Safety as an overarching statement that provides key elements of our approach to protecting children and young people from abuse and sets the tone for the College's entire Child Protection Program.

It is designed to be the College's public statement of commitment to child safety and a demonstration of the College's leaders' commitment to champion child safety in our College.

It has also been approved and endorsed by the College Council and is regularly reviewed by the Council at least annually.

Objectives

This Statement provides the framework for:

- the development of work systems, practices, policies and procedures that promote child protection, safety and wellbeing within the College
- the creation of a safe and supportive College environment and a positive and robust child protection culture
- the promotion and open discussion of child protection issues within the College
- complying with all laws, regulations and standards relevant to child protection in NSW.

Statement of Commitment

The College is committed to providing education and care to children and young people to assist them to develop into high-achieving, supported students, positively connected to each other and to the communities in which they live and which they will serve.

The College is committed to ensuring the safety, welfare and wellbeing of all children and young people at the College and is dedicated to protecting them from abuse and harm.

The College has zero tolerance for child abuse. 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 to maintain safe and supportive College physical and online environments for all children and young people.

Child Safe Values and Principles

The following child safe principles guide the College's commitment to child safety and form the basis for all child protection policies and procedures at the College.

1. All children and young people have the right to be safe and treated fairly.
2. The welfare and best interests of children and young people are paramount.
3. The views and the privacy of children and young people must be respected.
4. Clear expectations for appropriate behaviour with children and young people are established in our Staff Code of Conduct.
5. The safety of children and young people is dependent upon the existence of a child safe culture.
6. Child safety awareness is promoted and openly discussed within our College community.
7. Procedures are in place to screen all staff, Volunteers, Third Party Contractors and External Education Providers who have direct contact with children and young people.
8. Child safety and protection is everyone's responsibility.

9. Child protection training is mandatory for all Council members, staff members and Direct Contact Volunteers.
10. Procedures for responding to alleged or suspected incidents of child abuse and harm are simple and accessible for all members of the College community, and all are welcome and encouraged to use them.
11. Procedures are in place to ensure all College premises are designed to ensure the safety of children.

Child Protection Advisors

As part of our commitment to child safety and protection, the College has appointed a number of Child Protection Advisors as honest, mature, ethical and experienced members of the College community who can deal with sensitive issues relating to child protection and safety.

Our Child Protection Advisors are available to answer any questions with respect to our Statement of Commitment to Child Safety and the Child Protection Program.

Responsibilities

The College acknowledges that child protection is everyone's responsibility.

All members of the College Council, staff members, volunteers, third party contractors and external education providers have a shared responsibility for contributing to the safety and protection of children and young people. Specific responsibilities for each group of the College community are further explained in the our Child Protection and Reportable Conduct Policy.

Reporting Child Protection Concerns

Our Child Protection Program which includes the Staff Child Safety Manual provides detailed guidance for all members of the College community as to how to identify key risk indicators of child abuse and how to report child abuse concerns to one of our College's nominated Child Protection Advisors. It also contains detailed procedures with respect to the reporting of child abuse incidents to relevant external authorities.

Staff, volunteers, third party contractors, external education providers, students, parents/carers or other community members who have concerns that a child or young person may be subject to abuse are asked to contact one of the College's Child Protection Advisors.

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

Whenever there are concerns that a child is in immediate danger the Police should be called on 000.

Program Compliance and Review

The College is committed to the continuous improvement of our Child Protection Program and to ensuring the College's compliance with NSW child protection law and regulation.

The Program is regularly reviewed for overall effectiveness and to ensure compliance with all child protection related laws, regulations and standards. For more information, refer to the College's Child Protection and Mandatory Reporting Policy.