



# Child Safe Standards

## Our commitments



Salesian College  
SUNBURY

**Striving  
in life.**

Community | Learning | Excellence | Faith



Our College has a mission-driven, moral and legal responsibility to provide for the care, safety and wellbeing of our students and to protect them from all forms of abuse and neglect. Our College Child Safety Sub-Committee works to reduce and remove risks to the personal safety and wellbeing of our students.

Our College Child Safety Framework responds to Victorian legislative requirements including the specific requirements of the eleven Victorian Child Safe Standards set out in Ministerial Order No. 1359.

These eleven standards form the elements of the Salesian College Sunbury Child Safety Framework.



# CHILD SAFE STANDARD 1

## CULTURALLY SAFE ENVIRONMENTS

Salesian College Sunbury is committed to creating culturally safe environments where Aboriginal and Torres Strait Islander children and young people are respected, valued and supported to thrive. We recognise the enduring connection of Aboriginal peoples to land, culture and community, and acknowledge that cultural safety is fundamental to student wellbeing, identity and belonging. We are committed to listening, learning and working in partnership with families and communities to ensure our school is a place where Aboriginal children feel safe to be themselves and confident to express their culture and spirituality.

At Salesian College Sunbury, we pride ourselves on being more than just a school; we are a community. Here, students are encouraged to embody our core values, which guide their growth both academically and personally:

### WHAT WE DO

- Promote respect for Aboriginal cultures, histories and perspectives
- Actively prevent and respond to racism and discrimination
- Embed cultural safety into learning, relationships and school life
- Work alongside families and communities to strengthen understanding

### WHAT THIS LOOKS LIKE IN PRACTICE

- Acknowledgement of Country at assemblies, events and meetings
- Aboriginal and Torres Strait Islander flags displayed on campus
- Cultural learning embedded in curriculum and staff professional learning
- Clear expectations and action taken when racism occurs

### RELATED POLICIES

- Child Safety and Wellbeing Policy
- Child Safety Code of Conduct
- Student Wellbeing Policy
- Bullying & Harassment Policy

# **CHILD SAFE STANDARD 2**

## LEADERSHIP, GOVERNANCE & CULTURE

At Salesian College Sunbury, child safety and wellbeing are embedded in leadership, governance and everyday culture. Our leaders are committed to modelling respectful, transparent and accountable practices that place the safety of children and young people at the centre of decision making. We recognise that a strong child safe culture is built through shared responsibility, clear governance, and a commitment to continuous reflection and improvement.

### **WHAT WE DO**

- Clearly define leadership responsibility for child safety
- Maintain transparent governance and oversight
- Identify, assess and manage child safety risks
- Seek feedback to strengthen practice and culture

### **WHAT THIS LOOKS LIKE IN PRACTICE**

- Designated Child Safety and Wellbeing Officers
- Child safety as a standing agenda item in leadership and board meetings
- Visible child safety messaging across the College
- Regular reporting on child safety matters to governance bodies

### **RELATED POLICIES**

- Child Safety and Wellbeing Policy
- Complaints Handling Policy
- Risk Register
- PROTECT – Reporting Obligations



# **CHILD SAFE STANDARD 3**

## CHILD & STUDENT EMPOWERMENT

Salesian College Sunbury believes that children and young people have the right to be informed, heard and involved in decisions that affect them. We are committed to empowering students with the knowledge, skills and confidence to understand their rights, recognise unsafe situations, and speak up when something does not feel right. We strive to create a culture where students feel respected, listened to and supported to participate meaningfully in school life.

### **WHAT WE DO**

- Educate students about their rights and protections
- Encourage student voice and participation
- Provide multiple, accessible ways to raise concerns
- Build confidence through protective behaviours education
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### **WHAT THIS LOOKS LIKE IN PRACTICE**

- Age appropriate child safety education in curriculum and Oratory
- Clear information about trusted adults and reporting options
- Student surveys, focus groups and feedback opportunities
- Respectful Relationships and eSafety learning across year levels

### **RELATED POLICIES**

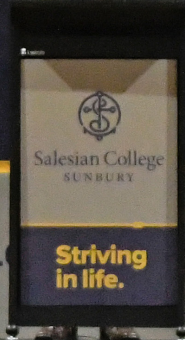
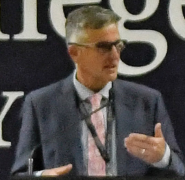
- Child Safety and Wellbeing Policy
- Student Wellbeing Policy
- Complaints Resolution Policy





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# **CHILD SAFE STANDARD 4**

## FAMILY & COMMUNITY ENGAGEMENT

Salesian College Sunbury recognises families as primary partners in their child's education and wellbeing. We are committed to working openly and respectfully with families and communities to promote child safety and wellbeing. By sharing clear information, encouraging dialogue and welcoming diverse perspectives, we aim to build trust and ensure families feel confident to engage, ask questions and raise concerns.

### **WHAT WE DO**

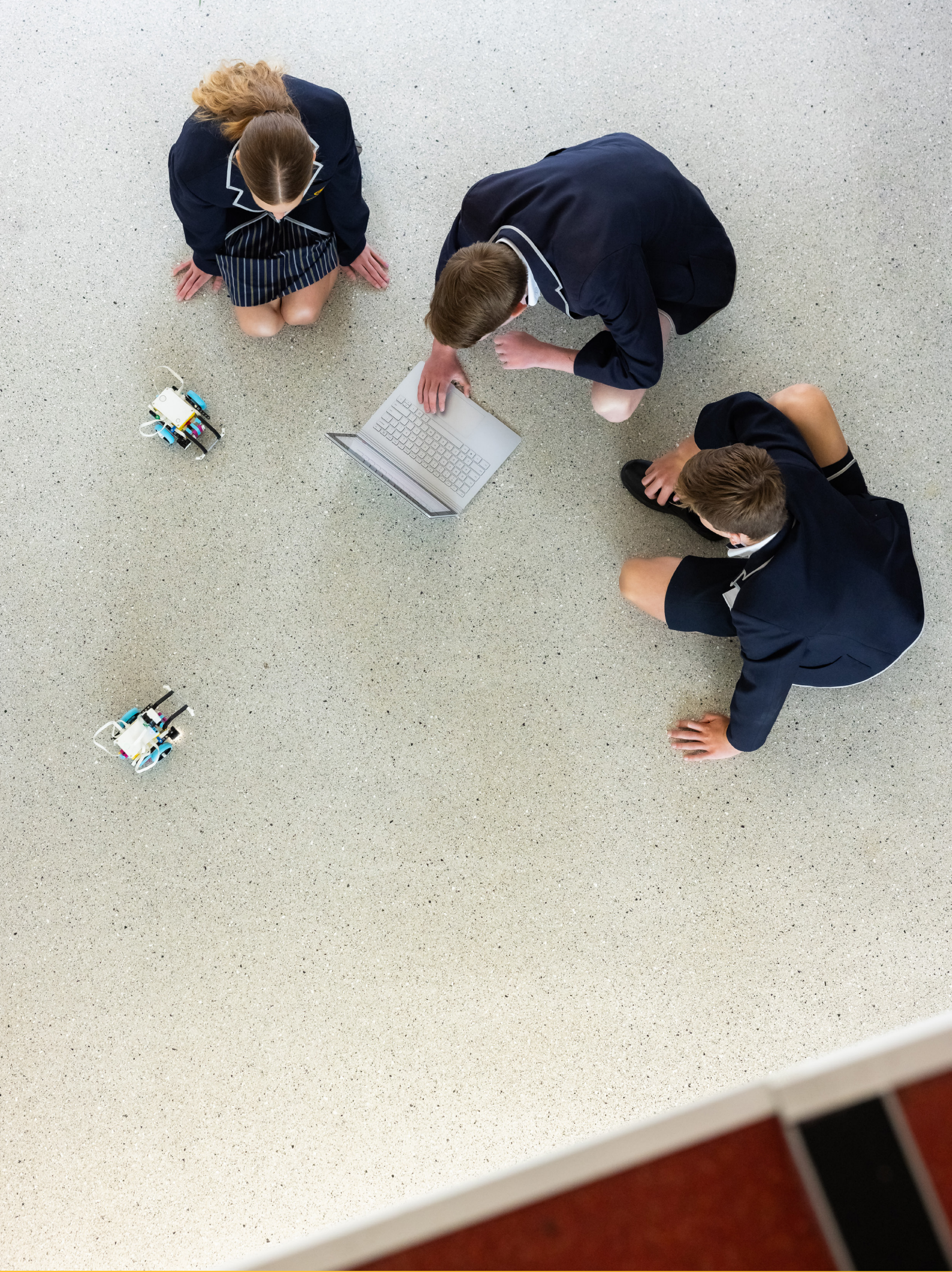
- Share clear, accessible child safety information
- Encourage families to ask questions and raise concerns
- Communicate respectfully and inclusively
- Involve families in continuous improvement

### **WHAT THIS LOOKS LIKE IN PRACTICE**

- Child safety information provided at enrolment and transitions
- Regular communication via newsletters, website and events
- Clear contact points for child safety concerns
- Engagement opportunities reflecting family diversity

### **RELATED POLICIES**

- Engaging Families in Child Safety Policy
- Child Safety and Wellbeing Policy
- Complaints Handling Policy



# CHILD SAFE STANDARD 5

## DIVERSITY & EQUITY

Salesian College Sunbury is committed to equity and inclusion, recognising that every child's circumstances, identity and experiences are unique. We acknowledge that some children may face increased vulnerability and require additional support to feel safe and included. Our approach is grounded in dignity, respect and responsiveness, ensuring that all students are supported to flourish in a safe and welcoming environment.

### WHAT WE DO

- Anticipate and respond to diverse student needs
- Provide inclusive, accessible child safety information
- Address discrimination, bullying and exclusion
- Support students experiencing vulnerability

### WHAT THIS LOOKS LIKE IN PRACTICE

- Individual adjustments and targeted support
- Inclusive language, imagery and learning resources
- Clear anti bullying expectations and responses
- Wellbeing and learning support services

### RELATED POLICIES

- Student Wellbeing Policy
- Bullying & Harassment Policy
- Child Safety and Wellbeing Policy

# CHILD SAFE STANDARD 6

## SUITABLE STAFF & VOLUNTEERS

Salesian College Sunbury is committed to ensuring that all staff and volunteers who work with children and young people are suitable, supported and accountable. Child safety is a key consideration at every stage of recruitment, induction and ongoing supervision. We support our staff and volunteers to understand their responsibilities and to uphold safe, professional and respectful relationships.

### WHAT WE DO

- Apply robust recruitment and screening processes
- Clearly communicate behavioural expectations
- Provide induction and ongoing child safety training
- Supervise and support staff and volunteers

### WHAT THIS LOOKS LIKE IN PRACTICE

- Child safety embedded in recruitment and induction
- Working with Children Checks and referee screening
- Regular professional learning and refresher training
- Child safety discussed in supervision and reviews

### RELATED POLICIES

- Recruitment Policy
- Working with Children Check Policy
- Child Safety Code of Conduct



# CHILD SAFE STANDARD 7

## COMPLAINTS PROCESSES

Salesian College Sunbury is committed to ensuring that concerns and complaints are taken seriously and handled through fair, accessible and child focused processes. We recognise that raising concerns can be difficult, particularly for children and young people, and we aim to respond with care, respect and transparency while prioritising safety and wellbeing.

### WHAT WE DO

- Make it easy to raise concerns or complaints
- Respond respectfully and transparently
- Keep students and families informed
- Provide support throughout the process

### WHAT THIS LOOKS LIKE IN PRACTICE

- Clear complaints information available on our website
- Child friendly explanations of what happens next
- Support services offered where appropriate
- Feedback provided to close the loop

### RELATED POLICIES

- Complaints Resolution / Handling Policy
- Child Safety and Wellbeing Policy
- PROTECT – Four Critical Actions



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# **CHILD SAFE STANDARD 8**

## CHILD SAFETY KNOWLEDGE, SKILLS & AWARENESS

Salesian College Sunbury is committed to equipping staff and volunteers with the knowledge, skills and confidence to keep children and young people safe. Through ongoing education and training, we ensure that child safety responsibilities are understood, refreshed and embedded in everyday practice.

### **WHAT WE DO**

- Deliver regular child safety training
- Refresh mandatory reporting knowledge
- Tailor training to roles and responsibilities
- Promote shared responsibility for safety

### **WHAT THIS LOOKS LIKE IN PRACTICE**

- Annual child safety training and briefings
- Ongoing professional learning opportunities
- Clear guidance on recognising and responding to concerns
- Accessible internal support and resources

### **RELATED POLICIES**

- Child Safety and Wellbeing Policy
- PROTECT – Reporting Obligations



# CHILD SAFE STANDARD 9

## PHYSICAL & ONLINE ENVIRONMENTS

Salesian College Sunbury recognises that child safety extends across both physical and online environments. We are committed to identifying and managing risks, promoting safe behaviour, and supporting students to navigate digital and physical spaces with confidence and care

### WHAT WE DO

- Identify and manage safety risks
- Promote safe and responsible technology use
- Supervise students appropriately
- Protect privacy and personal information

### WHAT THIS LOOKS LIKE IN PRACTICE

- Risk assessments for spaces, activities and excursions
- Clear ICT and online safety expectations
- Supervision guidelines for staff
- eSafety education embedded in learning programs

### RELATED POLICIES

- ICT Acceptable Use Policy
- Supervision Policy
- Risk Management Procedures

# CHILD SAFE STANDARD 11

## IMPLEMENTATION OF CHILD SAFETY PRACTICES

Salesian College Sunbury ensures that child safety policies and procedures are actively implemented and embedded across all aspects of school life. We are committed to ensuring that child safety is visible, understood and consistently upheld by all members of the school community.

### WHAT WE DO

- Make policies accessible and easy to understand
- Integrate child safety into everyday practice
- Reinforce expectations consistently
- Monitor implementation and compliance

### WHAT THIS LOOKS LIKE IN PRACTICE

- Child safety information visible across campus and online
- Policies referenced in inductions and training
- Ongoing monitoring and review
- Shared responsibility across the community

### RELATED POLICIES

- Child Safety and Wellbeing Policy
- Child Safety Code of Conduct
- Complaints Handling Policy



## CONTACT

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