



AL-HIDAYAH ISLAMIC SCHOOL

Child Safety Policy

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Responsible Person: Principal

Scheduled Review Date: December 2020

Signed, Chair: 

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1.0 Purpose

At Al Hidayah Islamic School we hold the care, safety and wellbeing of children as a central and fundamental responsibility of our school. Our commitment is drawn from and inherent in the teaching of Islam.

The Prophet (PBUH) says “Every one of you is a Protector and Guardian for those who are placed under your care”. (Bukhari and Muslim).

We have a responsibility to create a nurturing school environment where children are respected, their voices are heard; where they are safe and feel safe and are happy and engaged.

The purpose of this policy is to demonstrate the strong commitment of Al Hidayah Islamic School to the care, safety and wellbeing of all students at our school. It provides an outline of the policies, procedures and strategies developed to keep students safe from harm, including all forms of abuse.

2.0 Scope

Al-Hidayah expects all school community members including members of the Governing Shurah, staff, parents, students, consultants, volunteers, trainees, visitors and contractors to share this commitment. This policy will apply across all school environments including excursions, incursions, online environments and outside of school hours activities.

3.0 Responsibilities and Organisational Arrangements

Everyone employed or volunteering at Al Hidayah Islamic School has a responsibility to understand the important and specific role she/he plays individually and collectively to ensure that the wellbeing and safety of all students is at the forefront of all they do and every decision they make.

The school has allocated roles and responsibilities for child safety as follows:

Guide to Responsibilities of School Leadership

The Governing Shurah and the Principal recognise their particular responsibility to ensure the development of preventative and proactive strategies that promote a culture of openness, awareness of and shared responsibility for child safety and wellbeing.

Responsibilities include:

- creating an environment for children to be safe and to feel safe
- upholding high principles and standards for all staff, volunteers, trainees and contractors
- promoting models of behaviour between adults and children based on mutual respect and consideration
- ensuring thorough and rigorous practices are applied in the recruitment, screening and ongoing professional learning of staff

- ensuring that school personnel have regular and appropriate professional learning to develop their knowledge of, openness to and ability to address child safety and wellbeing matters
- providing regular opportunities to clarify and confirm legislative obligations, policy and procedures in relation to child protection and wellbeing
- ensuring the school meets all legal and regulatory requirements concerning child protection and wellbeing

Guide to Responsibilities of School Staff

Responsibilities of school staff (school employees, volunteers, trainees, consultants and contractors) include:

- treating children with dignity and respect, acting with propriety, providing a duty of care, and protecting children in their care
- following the legislative and internal school processes in the course of their work, if they form a reasonable belief that a child has been or is being abused or neglected
- providing a physically and psychologically safe environment where the wellbeing of children is nurtured
- undertaking regular training and education in order to understand their individual responsibilities in relation to child safety and the wellbeing of children
- assisting children to develop positive, responsible and caring attitudes and behaviours which recognise the rights of all people to be safe and free from abuse
- following the school's Child Safety Code of Conduct.

Organisational Arrangements

Al Hidayah Islamic School enacts this commitment to child safety and wellbeing through:

- a budget allocation to enable regular training and education of staff in order to understand their individual responsibilities in relation to child safety and the wellbeing of children
- offer workshops for parents & carers on child safety & wellbeing issues
- use of the school website, Facebook and newsletters to remind and to keep parents and carers informed of child safety and wellbeing commitments, procedures and arrangements

Expectation of our Staff – Child Safe Code of Conduct

At Al Hidayah Islamic School, we expect school employees, trainees, volunteers and contractors to proactively ensure the safety of students at all times and to take appropriate action if there are concerns about the safety of any child at the school. All school staff must remain familiar with the relevant laws, the code of conduct, and policies and procedures in relation to child protection and to comply with all requirements.

We have developed a Code of Conduct, which recognises the critical role that school staff play in protecting the students in our care and establishes clear expectations of school employees, trainees, volunteers, contractors for appropriate behaviour with children in order to safeguard them against abuse and or neglect.

Our Code of Conduct also protects school staff through clarification of acceptable and unacceptable behaviour.

Student Safety Participation

At Al Hidayah Islamic School, we actively encourage all students to openly express their views and feel comfortable about giving voice to the things that are important to them.

Through the Keeping Safe: Child Protection curriculum, we teach students about what they can do if they feel unsafe and enable them to understand, identify, discuss and report on child safety. We actively encourage students to find their voice through weekly class meetings in middle and upper Primary classes. We listen to and act on any concerns students, or their parents or carers, raise with us.

4.0 Definitions

Child: A child enrolled as a student at the school.

Child abuse:

- 1) Physical abuse occurs when a child is severely and/or persistently hurt or injured by an adult or a child's caregiver.
- 2) Sexual abuse, in relation to a child, includes sexual behaviour in circumstances where:
 - a) the child is the subject of bribery, coercion, a threat, exploitation or violence;
 - b) the child has less power than another person involved in the behaviour; or
 - c) there is a significant disparity in the developmental function or maturity of the child and another person involved in the behaviour.
- 3) Emotional abuse includes:
 - a) psychological abuse; and
 - b) being exposed to an act of family and domestic violence.
- 4) Neglect includes failure by a child's parents to provide, arrange or allow the provision of:
 - a) adequate care for the child; or
 - b) effective medical, therapeutic or remedial treatment for the child.

Child safety encompasses matters related to protecting all children from child abuse, managing the risk of child abuse, providing support to a child at risk of child abuse, and responding to incidents or allegations of child abuse.

Child-safe environment: An environment in which children are protected from physical,

sexual, emotional and psychological harm and from neglect. It is a safe and positive environment where children feel respected, valued and encouraged to reach their full potential.

Child wellbeing: Includes— (a) the care of the child; (b) the physical, emotional, psychological and educational development of the child; (c) the physical, emotional and psychological health of the child; (d) the safety of the child [from s. 3, Children and Community Services Act 2004].

Code of conduct: A code of conduct promotes positive work practices and establishes expectations for personal and professional boundaries concerning appropriate and inappropriate behaviour in relation to staff, students, volunteers, parents and guardians. It provides guidance about behaviour, relationships, attitudes and responsibilities and outlines the process that will be followed if the code is not observed.

Governing Shurah: This is school's governing body, the school board.

Relevant legislation & standards

United Nations Convention on the Rights of the Child:

<https://www.ohchr.org/en/professionalinterest/pages/crc.aspx>

The Commissioner for Children and Young People has published resources regarding Child Safe Organisations in WA. <https://www.cryp.wa.gov.au/our-work/resources/child-safe-organisations/>

The following Acts can be viewed at www.slp.wa.gov.au:

- Children and Community Services Act 2004
- Children and Community Services Amendment (Reporting Sexual Abuse of Children) Act 2008
- Criminal Code Act (1913)
- Criminal Code Amendment (Cyber Predators) Act 2006 (changes to s204B of The Criminal Code)
- Working with Children (Criminal Record Checking) Act 2004.

The *Criminal Code Amendment (Cyber Predators) Act 2006* is the legislation in Western Australia that protects children under the age of 16, or that the offender believes is under the age of 16, from an adult who uses electronic communications with the intent to procure the child to engage in sexual activity; or to expose the child to any indecent matter.

Related organisational policies and procedures

Code of Conduct

Child Protection Policy and Procedures

Behaviour Management Policy and Procedures

Complaints Policies and Procedures for parents, students and staff

Risk Assessment and management process

5.0 Policy status and review

At Al Hidayah Islamic School we are committed to continuous improvement of our child safety systems and practices. We intend this policy to be a dynamic document that will be regularly reviewed to ensure it is working in practice and updated to accommodate changes in legislation or circumstance.

We will maintain a history of updates to the policy.

History of Updates to Policy

Date	Comment (e.g. major review, minor review)
December 2019	Developed & Shared
December 2020	To be reviewed

The following principles underpin our commitment to child safety at Al Hidayah Islamic School:

1. All students deserve, as a fundamental right, safety and protection from all forms of abuse and neglect.
2. Al Hidayah Islamic School works in partnership with families and the community to ensure that they are engaged in decision-making processes, particularly those that have an impact on child safety, protection and wellbeing.
3. All students have the right to a thorough and systematic education in all aspects of personal safety, in partnership with their parents/guardians/caregivers.
4. All adults in our school, including teaching and non-teaching staff, consultants, trainees, parents, volunteers, and contractors, have a responsibility to care for children, to positively promote their wellbeing and to protect them from any kind of harm or abuse.
5. The policies, guidelines and codes of conduct for the care, wellbeing and protection of students are based on honest, respectful and trusting relationships between adults and children.
6. Policies and practices demonstrate compliance with legislative requirements and cooperation with the governments, the police and human services agencies.
7. All persons involved in situations where harm is suspected or disclosed must be treated with sensitivity, dignity and respect.
8. Staff, parents, students, trainees, volunteers, consultants and contractors should feel free to raise concerns about child safety, knowing these will be taken seriously by school leadership.
9. Appropriate confidentiality will be maintained, with information being provided to those who have a right or a need to be informed, either legally or pastorally.

