

# Information for Parents about Safeguarding Children & Young People



**NORTHERN**  
CHRISTIAN SCHOOL

*Building Brighter Futures*

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## Our Commitment

At Northern Christian School (NCS), we consider the health, safety and wellbeing of all children and young people to be our highest priority. We strive to ensure the safety and wellbeing of children and young people, in particular, through our Safeguarding Children & Young People Policy.

Our Safeguarding Children & Young People Policy has been adopted, approved and endorsed by Christian Schools Tasmania's (CST) Board. It underpins a set of policies and procedures in relation to the protection of children and young people which guide:

- the screening and recruitment of our staff;
- the behaviour of our staff towards children and young people;
- the induction and training of our staff about safeguarding children and young people;
- our open and effective communication with children and young people and their parents;
- our responses to the abuse and neglect of children if it occurs; and
- our maintenance of a safeguarding culture in the organisation.

Our staff are required to:

- undergo an extensive screening process including a Working with Children Check and/or a National Criminal Records Check;
- behave professionally and with care towards children and young people, including not acting outside the boundaries of their duties or using their position with the organisation to solicit work with or initiate contact with children and young people who are clients/members of our organisation;
- understand the important responsibility they have to protect children and young people from all forms of abuse, bullying and exploitation either by our staff or that occurs outside the scope of our operations and services; and
- create and maintain a child-safe culture.

All staff must ensure that their approach and interactions with children and young people are sensitive, respectful and inclusive of all backgrounds and abilities. We promote equity and respect diversity by:

- actively anticipating children's diverse circumstances and responding effectively to those additional vulnerabilities;
- by giving all children access to information, supports and complaints processes.

We expect all within our organisation, regardless of their role or level of responsibility, to act to safeguard children from such harm by:

- adopting the practices and behaviour we have set as our standard when carrying out their roles; and
- reporting any abuse or neglect of which they become aware to our management and/or to external authorities responsible for child protection or to police, regardless of whether that abuse is being perpetrated by staff within our organisation, or by those outside our organisation including those from the child's family, extended family, their family's extended network or strangers.

## Responding to Child Abuse Reports and Allegations

We consider any form of child abuse, including emotional, physical and sexual abuse, family violence, grooming or neglect, as intolerable under any circumstances.

We have a legal, moral and mission-driven responsibility to protect children and young people from harm and to ensure that any incident of suspected child abuse is promptly and appropriately dealt with. Our staff are required to report suspected child abuse to their direct supervisor/manager and the child protection authorities, or the police. NCS will co-operate with the child protection authorities and police, and other agencies as required by law.

## Code of Conduct

Our staff, contractors and volunteers are required to maintain the highest standards of professional conduct towards children and young people. CST's Staff Code of Conduct has been developed to identify and prevent behaviour that may be harmful to the children and young people in our care.

## Further Information

If you have concerns regarding the safety of a child or young person or would like to discuss any of the information further, please contact the Principal.

For more information about child safety and to view our full Safeguarding Children Policies, visit our [website](#).



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