



STUDENT SAFETY & PROTECTION POLICY AND PROCEDURE

Last Review: May 2022 (minor review June 2024)	Constructed / Reviewed by: Mentone Grammar on advice from Russell Kennedy Lawyers
Next Review: August 2024 (at least every two years (thereafter or more frequently after a significant student safety incident))	Approval Required: Board Motion

Policy Number: 17

- 1.8 As such, this policy sets out how the School will meet its responsibilities and commitment to student safety and wellbeing, and is a child safety policy made in accordance with

2 Application

- 2.1 This policy applies to all Board members, the Principal, employees, volunteers, contractors, secondees and other authorised personnel required to perform functions on the School's premises, or at School-organised activities and events. Collectively, these individuals are referred to as 'staff'.

- 2.2 This policy extends to any other person who is engaged in student-connected work at the School, or that otherwise has direct and regular contact with the School's students (whether supervised or not).

3 Related Documents

Legislation

- 3.1 (Vic)
- 3.2 (Vic)
- 3.3 (Vic)
- 3.4 (Vic)
- 3.5 (Vic)
- 3.6

Policies

- 3.7 Student Safety Staff Code of Conduct
- 3.8 Student Safety Definitions
- 3.9 Student Safety Responsibilities
- 3.10 Responding to Student Safety Concerns Policy
- 3.11 Student Safety Recruitment and Selection Policy

4 Overarching values and principles

- 4.1 Mentone Grammar's approach to student safety is guided by a number of overarching principles and values (which are set out below) that guide the development and regular review of strategies, practices, policies and procedures to uphold our commitment to protect students from all forms of harm:

- (a) All students at the School have a right to be safe and to feel safe.

- (s) Ensuring the safety and wellbeing of students in relation to visitors to the School, including third parties contracted to provide services either directly or indirectly to or for students.

5 Statement of Commitment to Student Safety

5.1 Set out below, is the School's publicly available statement of commitment to student safety.

A student safe culture

5.2 Creating and maintaining a student safe culture requires input from the entire School community. Our aim is to provide a safe environment that aligns with Mentone Grammar School's ethos, vision and values of

5.3 To achieve this, we promote a progressive education model that motivates, nurtures and prepares each generation for the demands of its time.

5.4

- (c) Healthy and respectful relationships (including those relating to gender and sexuality).
 - (d) Resilience.
- 5.10 The School will aim to ensure that staff are provided with the necessary skills and knowledge to understand and maintain a student and culturally safe environment, including through:
- (a) Actively supporting and encouraging Aboriginal and Torres Strait Islander students, students from culturally and/or linguistically diverse backgrounds and their families to:
 - (1) Express their culture and enjoy their cultural rights.
 - (2) Facilitate participation and inclusion in all aspects of school life.
 - (b) Implementing and embedding strategies within the school community that acknowledge and appreciate the strengths of Aboriginal culture, and understand its importance to the wellbeing and safety of Aboriginal children and students.
 - (c) Cultural training to improve understanding and respect (particularly with regard to Aboriginal and Torres Strait Islander culture), appreciation of culturally sensitive issues, including using appropriate language when referring to individuals or communities, and to equip staff to build culturally safe environments for children and young people.
 - (d) Identifying, confronting and addressing incidences of racism seriously (noting it will not be tolerated), with the appropriate consequences and where appropriate with the involvement of Aboriginal and Torres Strait Islander students, students from culturally and/or linguistically diverse backgrounds, and their families.
 - (e) Ensuring that the School's strategies, practices, policies and procedures create a culturally safe and inclusive environment which values and respects the diverse and unique identities and experiences of Aboriginal and Torres Strait Islander children, young people and students, (including their families), as well as others from culturally and linguistically diverse backgrounds.
 - (f) Providing particular attention to the needs of students with a disability (or otherwise, additional needs), students from culturally and linguistically diverse backgrounds, international students, students who identify as LGBTQIA+ (or who are otherwise gender diverse) and those students who are unable to live at home.
 - (g) Providing particular attention to the needs of Aboriginal and Torres Strait Islander students and promote and provide a culturally safe environment for them.
- 5.11 The School will promote its student safety practices to students in ways that are readily accessible, easy to understand and user-friendly, including by:
- (a) The appointment of Student Safety Officers and a Senior Student Safety Officer who promote student safety and wellbeing (see below).

9 Risk management

9.1 The School will develop and implement risk management strategies regarding student safety online and in the physical school environment without compromising a student's right to

- 14.2 This policy is available to staff as part of the School's and the Board's internal policies and procedures. Aspects of (and updates to) the School's student safety framework, including this policy will be addressed in the School's professional development updates, training programs, bulletins and newsletters.
- 14.3 To properly implement this policy:
- (a) The Board and Principal will review this policy and the School's student safe practices at least every two years (or more frequently after a significant student safety incident) and implement improvements where applicable.
 - (b) Families and the School community will be afforded the opportunity to contribute to the review and development of the School's student safety and wellbeing policies and practises (including this policy).
 - (c) Periodic training and refresher sessions on this policy are provided to all staff.
 - (d) All staff must ensure that they abide by this policy and assist the School implementing this policy.