



**CALVARY**  
LUTHERAN PRIMARY SCHOOL



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# Child Protection Policy

## Aim

Calvary Lutheran Primary School's Child Protection Policy is underpinned by the following principles:

- The safety, welfare, and wellbeing of all students are paramount.
- Children are the most vulnerable members of society and deserve the highest level of care and protection.
- Students need to understand and believe they have the right to be safe at all times.
- All students are entitled to basic human rights, regardless of ability, culture, or socio-economic background.
- Students are individuals deserving respect, care, and advocacy.
- Students are entitled to have a trusted person act as an advocate for their safety and wellbeing.

## Rationale

Calvary Lutheran Primary School staff strive to fulfill the following responsibilities:

- Exercise a duty of care to protect students and keep them safe.
- Be aware of and act in accordance with the Children and Young People (Safety) Act 2017, which outlines definitions of abuse and neglect.
- Report suspicion of child abuse or neglect as mandated by the Children and Young People (Safety) Act 2017, Section 31.
- Provide students with protective behaviours education and abuse prevention programs.



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In Australia, a teacher's duty of care in a primary school refers to the legal and professional obligation to ensure the safety and wellbeing of students under their supervision. This responsibility is both moral and legal and is grounded in the principle that teachers must take reasonable steps to prevent foreseeable harm.

Key Aspects of a Teacher's Duty of Care:

### 1. Supervision

- Teachers must actively supervise students during school hours, on school grounds, and during school-sanctioned activities (e.g., excursions or sports events).
- The level of supervision should be appropriate to the age, maturity, and abilities of the students.

### 2. Safe Environment

- Teachers are responsible for identifying and mitigating risks to student safety in classrooms, playgrounds, and other school environments.
- This includes ensuring compliance with policies related to child protection, first aid, and emergency procedures.

### 3. Preventing Harm

- Teachers must take reasonable precautions to prevent physical or psychological harm to students.
- This includes recognising and responding to risks such as bullying, violence, or neglect.

### 4. Responding to Incidents

- Teachers must act promptly and appropriately if a student is injured or at risk.
- This includes providing first aid, reporting incidents, and following child protection protocols when there is suspicion of abuse or neglect.

### 5. Educational Support

- Teachers have a duty to provide appropriate academic support, catering to the diverse needs of students, including those with disabilities or learning difficulties.
- This aligns with obligations under the Disability Discrimination Act 1992 and Disability Standards for Education 2005.



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## 6. Legal Framework

- The duty of care is a legal obligation under common law, where teachers must act as a "reasonable person" would in similar circumstances to prevent foreseeable harm. Failure to fulfill this duty may result in allegations of negligence.

### Practical Examples of Duty of Care in Primary Schools

- Supervising students during recess and ensuring playground safety.
- Monitoring classroom activities to prevent accidents or bullying.
- Ensuring compliance with safety protocols during excursions or camps.
- Addressing concerns about a student's wellbeing, such as signs of abuse or neglect, by reporting to appropriate authorities.
- Implementing measures to support students with medical conditions, such as managing allergies or asthma.

A teacher's duty of care is both proactive (preventing risks) and reactive (responding effectively to incidents) and is central to their role in fostering a safe and supportive learning environment.

The school also recognizes its duty to ensure a safe and inclusive environment that prevents and responds to violence and violent behaviours, in accordance with the **\*\*Child Safe Standards\*\***.

### **Definitions**

**Abuse:** Physical, emotional, sexual abuse, or neglect that endangers a child's physical or emotional wellbeing.

**Neglect:** Failure to provide adequate food, shelter, supervision, education, or medical care.

**Violence:** Physical or verbal behaviour that intentionally harms, threatens, or intimidates another person.



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## Implementation

### Policy Outcomes

Calvary Lutheran Primary School is committed to fostering a safe, inclusive, and respectful environment by:

#### Ensuring student safety:

- All staff and volunteers undergo National Police Checks and Working with Children Checks (WWCC).
- A rostered teacher is actively on duty to maintain student supervision and safety.

#### Empowering students:

- Students participate in programs that build confidence and self-advocacy, such as the Christian Studies Curriculum Framework, BSEM and Protective Behaviours education.

#### Meeting diverse needs:

- Custody arrangements, health needs, dietary requirements, and learning needs are recognized and supported.

#### Responding to behavioural changes:

- Staff monitor and report changes in behaviour to the Principal, Learning and Teaching team, or Chaplain for appropriate intervention.

#### Addressing violence:

- The school does not accept nor tolerate violence and violent behaviours.
- Incidents of violence are managed under the Behaviour Management Policy, ensuring swift and appropriate action.
- Restorative practices are used to support conflict resolution and behavioural improvement.

### References / Related Policies

#### Supporting Documents:

- 'A Safe Place for All' brochure
- Newsletter inclusion notice
- Application for a National Police Certificate (NPC) PD267



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- Behaviour Management Policy
- Critical Incident Policy
- School Chaplain Job Description and Person Specification
- Students with Disabilities Policy
- Substance Abuse/Drugs Policy

**Legislation:**

- Children and Young People (Safety) Act 2017
- Child Safe Standards (National Principles for Child Safe Organisations)