



Safeguarding Children & Young People Policy

Lambert School has zero-tolerance towards the abuse and neglect of children and young people. We are committed to the rights of all children and young people to feel safe and be safe when participating in our school's activities, services and programs.

The purpose of this policy is to outline the responsibilities, procedures and practices required by all workers within Lambert School in relation to keeping children and young people free from abuse and neglect. This policy supports our international obligations under the United Nations Convention on the Rights of the Child, the Child Safe Standards recommended by the Royal Commission into Institutional Responses to Child Sexual Abuse and is aligned with the Australian Human Rights Commission National Principles for Child Safe Organisations. Lambert School upholds the [National Principles](#) and the [Child and Youth Organisations Act 2023](#) and [Tasmanian State Legislation](#). As such, our policies and procedures reflect child-safe legislation and promote best practice and care for the children and young people within our school.

The school takes our responsibility seriously to deliver a supportive, learning environment that is caring, nurturing and safe. We are committed to taking action in advancing the safety and wellbeing of children and young people and ensuring compliance with all requirements set out in this Policy.

Safeguarding Children & Young People

The Safeguarding Children and Young People Policy applies to all workers, including employees, casual staff, Board and committee members, volunteers, and contractors involved with Lambert School. This policy applies in all our operational environments and without fail wherever children and young people are participating in our organisation's activities, programs, services or facilities.

We expect all within Lambert School, regardless of their role or level of responsibility, to act to safeguard children and young people from such harm by:

- adopting appropriate safeguarding practice and behaviour set within our policy and procedural guidelines when carrying out their roles;
- reporting any abuse and neglect of which they become aware to [Strong Families Safe Kids](#) or to the Police, regardless of whether that abuse is being perpetrated by workers within Lambert School or by those outside the organisation, including those from the child's family, extended family, their family's extended network or strangers.
- protect children and young people from all forms of abuse and neglect by workers;
- be alert to incidents of child abuse and neglect occurring outside the scope of our operations and services that may have an impact on the children and young people to whom we provide a service;
- create and maintain a child-safe culture that is understood, endorsed and put into action by all the individuals who work for, volunteer, support or access our programs and services.

Equity and Respect

We expect all within Lambert School to promote equity and respect diversity by:

- actively anticipating children and young people's diverse circumstances and responding effectively to those with additional vulnerabilities;
- informing children and young people of their rights and giving all children and young people access to information, support, and complaints processes;
- respecting the rights of children and young people to participate in decision making, paying appropriate attention to diversity, inclusion, and equitable access.

Accessibility of Information

Lambert School is committed to ensuring the safety and wellbeing of all children and young people who access our activities, programs, services or facilities. Our policies and procedures seek to address risks to child safety and to establish a safeguarding culture and practices. Our safeguarding policies and procedures are:

- publicly accessible, online and in forms that are easy to understand;
- informed by stakeholder consultation;
- communicated to children, young people and their families, our workers, our partners and contractors and the general public. To inform and review our safeguarding policies, we seek

feedback from all our service users and providers. We gain endorsement and advise stakeholders of any changes.

We ensure that each person involved at Lambert School understands their role and the behaviour we expect in relation to safeguarding children and young people from abuse and neglect. We utilise position descriptions that clearly state relevant responsibilities and safeguarding requirements. We have Codes of Conduct, which are approved and endorsed by the board of our organisation that outlines our expectations for behaviour towards children and young people. We monitor and supervise all workers, including contractors and partners for appropriate practice and behaviour in the delivery of our service to children and young people. Any failure to observe our behavioural guidelines is taken seriously, and we are committed to taking appropriate disciplinary and legal action wherever necessary.

Recruitment and Induction

The school has measures in place to employ persons who are suitable to work/volunteer with children or young people. We have recruitment procedures that ensure:

- our safeguarding commitment is communicated to potential applicants for all positions;
- face-to-face interviews are held, which include safeguarding-related questions;
- reference checks are undertaken and workers and volunteers are required to hold current Working with Vulnerable People cards
- We ensure that there will be no discrimination as part of the recruitment process, with respect to inclusion and equal opportunity and, where possible, hire appropriate workers that represent the diverse range of children and young people and their families involved in our organisation.

Induction and training is part of our commitment: We have an induction process ensuring all new workers are informed and supported to understand Lambert School's safeguarding children and young people policies, procedures and practices. Our staff are provided with copies of the school's Safeguarding Children and Young People Policy, Code of Conduct and Responding to Child Abuse and Neglect Reports and Allegations Policy. Lambert School's induction process provides guidance relating to an individual's safeguarding responsibilities and offers opportunities to seek clarity in relation to the commitments and behavioural expectations set out in the policies.

Employees

Our employees and volunteers:

- Understand their responsibility as mandatory reporters
- Have access to all relevant policies concerning the safeguarding of children
- Undertake training in safeguarding children.

Failure of an employee or volunteer to report an issue concerning the safeguarding of children and young people is serious misconduct. Workers are given a copy of and have access to the policy and understand the implications of the policy for their role. The school documents any allegation, disclosure or concern regarding child abuse and monitor responses to all allegations, disclosures or concerns.

Online Spaces

Student access to online spaces are closely monitored while at school. Harmful websites and content is blocked by our internet security provider, Pritech. Students are encouraged to have an open dialogue with staff about interactions online, particularly involving cyberbullying. The school has a zero tolerance policy for antisocial behaviour online. Incidences of cyberbullying will be reported to the eSafety commissioner.
<https://www.esafety.gov.au/>

Online safety courses are to be provided to the students by an outside contractor on a yearly basis.

Monitoring and Review

This Policy will be reviewed at least every two years, after consultation. Some circumstances may trigger an early review; this includes but is not limited to legislative changes, organisational changes, incident outcomes and other matters deemed appropriate by the Board and/or the Principal. When there are any updates or changes to this Policy, they will be communicated to all employees and stakeholders.

We encourage the involvement of children, young people and their families in the review of school policies. These processes include an annual survey to students, staff, parents, and members of the community as well as formal and informal discussions with the stakeholders.