

STATEMENT OF COMMITMENT TO CHILD SAFETY

AL NOORI MUSLIM SCHOOL

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Manual Reference 3.6

AL NOORI MUSLIM SCHOOL

Statement of commitment to Child Safety

Al Noori Muslim School has developed the following Statement of Commitment to Child Safety as an overarching statement that provides key elements of our approach to protecting children and young people from abuse and sets the tone for the school's entire Child Protection Program. Our Statement of Commitment to Child Safety demonstrates the strong commitment of the school to child safety and provides an outline of the policies and practices that we have developed to keep our students safe, including from abuse or other harm.

It is designed to be Al Noori Muslim School's public statement of commitment to child safety and a demonstration of the school's leaders' commitment to champion child safety in our School.

It has also been approved and endorsed by the School Board and is regularly reviewed by the Board at least annually.

The Statement is published on our school website as well as communicated through other mediums such as our annual report and in induction and welcome packs for School Board members, staff members, Direct Contact Volunteers and Direct Contact Contractors.

Al Noori Muslim School's Statement of Commitment to Child Safety Objectives

The Statement of Commitment to Child Safety provides the framework for:

- the implementation of the NSW Child Safe Standards and the National Principles for Child Safe Organisations.
- the development of work systems, practices, policies and procedures that promote child protection, safety and wellbeing within the school.
- the creation of a safe and supportive School environment and a positive and robust child safe culture.
- the promotion and open discussion of child protection issues within the school.
- compliance with all laws, regulations and standards relevant to child protection and safety in NSW

Scope

The School's Statement of Commitment to Child Safety applies to all adults in the school community, including Staff, Volunteers, Contractors and Visitors.

This Policy applies in all School environments, both physical and online, and on-site and off-site School grounds (e.g. camps and excursions).

Definitions

Definitions of particular terms used in the School's Statement of Commitment to Child Safety can be found in the Child Protection Program Definitions.

Roles and Responsibilities

Child protection and safety is everyone's responsibility. All adults in the school community have a shared responsibility for contributing to the safety and protection of students.

Statement of Commitment to Child Safety and Wellbeing

Al Noori Muslim School is committed to providing education and care to children and young people to assist them to develop into high achieving, supported students, positively connected to each other and to the communities in which they live and which they will serve.

The school is committed to ensuring the safety, welfare and wellbeing of all children and young people at the school and is dedicated to protecting them from abuse and harm.

All children and young people who come to Al Noori Muslim School have a right to feel and be safe. We are committed to providing a child safe and child friendly environment, where children and young people are safe and feel safe and are able to actively participate in decisions that affect their lives.

We have a zero tolerance for child abuse and other harm and are committed to acting in students' best interests and keeping them safe from harm.

The school regards its child protection responsibilities with the utmost importance and is committed to providing the necessary resources to ensure compliance with all relevant child protection laws and regulations and maintaining a child safe culture.

Each member of the school community has a responsibility to understand the important and specific role they play individually, and collectively, to ensure that the wellbeing and safety of all students is at the forefront of all that they do, and every decision they make.

The School's Statement of Commitment to Child Safety has been designed to reflect the National Principles for Child Safe Organisations.

Child Protection Standards

The school's commitment to child safety is based on the NSW Child Safe Standards and the National Principles for Child Safe Organisations, which set out the following overarching principles that guide the development and regular review of our work systems, practices, policies and procedures to protect students from abuse, neglect and other harm.

Requiring compliance with these Child Protection Standards is one of the strategies employed by School Board of Directors to embed a culture of child safety at the school.

The NSW Child Safe Standards

The NSW Child Safe Standards are based on the National Principles for Child Safe Organisations.

The NSW Child Safe Standards have been designed to:

- help drive cultural change in organisations
- be principle-based and outcome-focused
- be flexible enough that they can be adapted by organisations of varying sizes and characteristics
- avoid placing undue burden on organisations
- help organisations address multiple risks
- balance caution and caring
- be a benchmark against which organisations can assess their child safe capability and set performance targets
- be of equal importance and interrelated.

In NSW, all organisations that fall under the Reportable Conduct Scheme (including the school), as well as some additional child-related organisations, must comply with the NSW Child Safe Standards.

The NSW Child Safe Standards are:



Office of the Children’s Guardian, The Child Safe Standards, [ONLINE] Available at: [Home | Office of the Children's Guardian \(nsw.gov.au\)](https://www.childrensguardian.nsw.gov.au/)

The Office of the Children’s Guardian monitors and enforces compliance with the NSW Child Safe Standards.

The National Principles for Child Safe Organisations

The National Principles for Child Safe Organisations (National Principles) were developed by the Australian Human Rights Commission in response to recommendations of the Royal Commission into Institutional Responses to Child Sexual Abuse. The National Principles are comprised of 10 Principles that were informed by, but go further than, the 10 Child Safe Standards recommended by the Royal Commission. They are:



Australian Human Rights Commission, About the National Principles, [ONLINE] Available at: [Download the National Principles \(humanrights.gov.au\)](https://www.humanrights.gov.au/national-principles)

Al Noori Muslim School's Child Protection Principles and Values

The following child safe principles guide the school's commitment to child safety and form the basis for all child protection policies and procedures at the school.

1. All children have the right to be safe.
2. The welfare and best interests of the child are paramount.
3. The views of the child and a child's privacy must be respected.
4. Clear expectations for appropriate behaviour with children are established in our Child Safety Code of Conduct and Staff and Student Professional Boundaries policy.
5. The safety of children is dependent upon the existence of a child safe culture.

6. Child safety awareness is promoted and openly discussed within our school community.
7. Procedures are in place to screen all staff, Direct Contact Volunteers, Third Party Contractors and External Education Providers who have direct contact with children.
8. Child safety and protection is everyone's responsibility.
9. Child Protection training is mandatory for all School Board members, staff and Direct Contact Volunteers.
10. Procedures for responding to alleged or suspected incidents of child abuse are simple and accessible for all members of the school community.
11. Children from culturally or linguistically diverse backgrounds, Aboriginal or Torres Strait Islander Children and other children who are vulnerable (such as children in out-of-home care or children of diverse sexuality) have the right to special care and support.
12. Children who have any kind of disability have the right to special care and support.

Child Protection Codes of Conduct

Our Child Protection Codes of Conduct include a Child Safety Code of Conduct and a Staff and Student Professional Boundaries Policy. Together, these Codes of Conduct set boundaries and expectations for appropriate behaviours between adults in our school community and students, including in physical and online environments.

We also have a Student Code of Conduct, which includes standards of behaviour for students relevant to child safety.

Our Child Protection Codes of Conduct include clear processes to report inappropriate behaviour. We publish our Child Protection Codes of Conduct on our public website so that everyone can easily find out what behaviours are acceptable and unacceptable at our School and how to report inappropriate behaviour.

We also provide additional information to students and families about the Child Protection Codes of Conduct, to ensure that they know what behaviours are acceptable and unacceptable and how to report inappropriate behaviour.

Children and Young People's Rights to Safety, Information and Participation

Al Noori Muslim School is a child safe and child-centred organisation. We ensure that our environment is friendly and welcoming to all children and young people.

We actively seek to include students in decisions that affect them. This includes decisions about organisational planning, delivery of services, management of facilities, and learning and assessment environments.

We ensure that students know about their rights to safety, information and participation. We recognise the importance of friendships and support from peers. We actively seek to understand what makes students feel safe in our organisation and regularly communicate with students about what they can do if they feel unsafe.

Parents/Carers, Families and Community Involvement at the School

The school recognises that parents and carers have the primary responsibility for the upbringing and development of their children. We ensure that they participate in decisions affecting their children.

We ensure that families and relevant communities know about the school's operations and policies, including its Statement of Commitment to Child Safety and Child Protection Codes of Conduct, record keeping practices, risk management, and complaints and investigation processes.

We actively seek to include families and relevant communities in decisions about organisational planning, delivery of services, management of facilities, and learning and assessment environments.

We build cultural safety at the school through partnerships with relevant communities.

Embedding a Culture of Child Safety: Our Child Protection Program

Our Child Protection Program itself is one of the strategies employed by Al Noori Muslim School to embed a culture of child safety at the school.

Our Child Protection Program relates to all aspects of child safety and protecting students from abuse or other harm, and establishes work systems, practices, policies and procedures to create and maintain a child safe environment and culture at the school. It includes:

- Child Protection Codes of Conduct
- clear information as to what is child abuse and other harm and associated key indicators of abuse or other harm
- clear procedures for reporting child safety incidents or concerns internally to a Child Protection Investigator, and for responding to incidents or allegations of child abuse or other harm
- strategies to support, encourage and enable Staff, Volunteers, Contractors, parents/carers and students to understand, identify, discuss and report child safety matters
- procedures for recruiting and screening members of the Management Team, Staff, Volunteers and Contractors
- procedures for reporting to external agencies, including Mandatory Reporting to DCJ, Reportable Conduct, and Reporting to Police
- pastoral care strategies designed to empower students and keep them safe
- strategies to support and encourage the participation and inclusion of Aboriginal and Torres Strait Islander students, students from culturally and/or linguistically diverse backgrounds and students with disability
- child protection training
- information regarding the steps to take after a disclosure of abuse or other harm to protect, support and assist students
- guidelines with respect to record keeping and confidentiality
- policies to ensure compliance with all relevant laws, regulations and standards (including the NSW Child Safe Standards, and the National Principles for Child Safe Organisations)
- a system for continuous review and improvement.

Child Protection Investigators

As part of our commitment to child safety and protection, Al Noori Muslim School has appointed a number of Child Protection Investigators as honest, mature, ethical, and experienced members of the school community who can deal with sensitive issues relating to child protection and safety.

Our Child Protection Investigators are available to answer any questions that you may have with respect to our Statement of Commitment to Child Safety and the Child Protection Program.

Name	Position	Contact No.	Email Address
Doha El Zahab	Deputy Principal (Primary)	02 8774 3000	d.elzahab@alnoori.nsw.edu.au
Ayman Darwich	Deputy Principal (Secondary)	02 8774 3000	a.darwich@alnoori.nsw.edu.au
Khaled Zraykah	School Chaplain	02 8774 3000	k.zraykah@alnoori.nsw.edu.au

Responsibilities

The school acknowledges that child protection is everyone's responsibility.

At Al Noori Muslim School, all members of the School Board, staff members, Volunteers, Third Party Contractors and External Education Providers have a shared responsibility for contributing to the safety and protection of children and young people. Specific responsibilities for each group of the school community are further explained in the Who is Responsible for Child Protection section of our Child Protection Program.

Reporting Child Protection Concerns

Our Child Protection Program provides detailed guidance for all members of the school community as to how to identify key risk indicators of child abuse and how to report child abuse concerns to one of our School's nominated Child Protection Investigators. It also contains detailed procedures with respect to the reporting of child abuse incidents to relevant external authorities.

Staff, Volunteers, Third Party Contractors, External Education Providers, students, parents/carers, or other community members who have concerns that a child or young person may be subject to abuse are asked to contact one of the School's Child Protection Investigators.

Communications will be treated confidentially on a 'need to know basis'.

Whenever there are concerns that a child is in immediate danger the Police should be called on 000.