



Child Safety and Wellbeing Policy 2026

Version No.	Date Review Due	Approved and Date Published	Changes Made	Author of Changes
1.	2025	Oct 2023	Formulated	JM & Subcommittee
2.	2027	Mar 2026	Reformat and clarify WWCC requirements.	JM & Subcommittee

INTRODUCTION AND PURPOSE

Yallingup Steiner School operates as an educational facility for kindergarten and primary aged students and abides by all regulated health and safety guidelines for Western Australian schools, including the National Principles for Child Safe Organisations.

As a member of Steiner Education Australia, the School observes child development considerations as outlined by Rudolf Steiner, as they apply to Curriculum content and to student safety and wellbeing during structured learning experiences and whilst at play.

Yallingup Steiner School is committed to the protection of children from all forms of abuse and neglect. This commitment includes prevention, early detection, intervention and promoting protective behaviours for all students.

As per the guide to the registration standards and other requirements for non-government schools:

12.1 All students receive positive guidance and encouragement towards acceptable behaviour and are given opportunities to interact and develop respectful and

positive relationships with each other and with staff members and volunteers.

12.2 The school explicitly forbids the use of any form of child abuse, corporal punishment or other degrading punishment as defined and provides clear guidance to all members of the school community about what forms of behaviour management, discipline or punishment are permitted.

12.3 The administration of permitted forms of behaviour management, discipline or punishment conforms to the rules of procedural fairness and non-discrimination.

The purpose of this policy is to:

- Clearly demonstrate the school's commitment to the safety and wellbeing of students.
- Inform all leaders, staff and volunteers of their obligations to act ethically towards children and their roles and responsibilities for ensuring the safety and wellbeing of children.

Yallingup Steiner School encourages and promotes a preventative, proactive and participatory approach to child safety. The school aims to:

- value and empower children to participate in decisions which affect their lives.
- foster a culture of openness, that supports all persons to safely disclose risks of harm to children.
- provide a suitable environment to help prevent all forms of child abuse.
- minimise any harm to a victim, or the school community, because of abuse.
- assist children to become capable of detecting and avoiding or responding to potential abuse.

SCOPE

This policy applies to all people who conduct work for the Yallingup Steiner School in a paid or unpaid capacity. This includes Board members, staff, parents/carers, volunteers, interns, trainees, contractors and consultants.

This policy also applies to all activities conducted by the School which involve, result in, or relate to contact with children.

RESPONSIBILITIES

The Policies Subcommittee is responsible for the review of this policy and any changes must be approved by the College of Teachers and then ratified by the School Board.

The general operations of the school will be managed in all instances with Child Safety and Wellbeing being prioritised. This includes:

- Recruitment and screening (WWC and Police Clearances)
- Staff induction, training, supervision and support.
- Concerns and Grievance management.
- Risk assessments for all activities, especially excursions and camps.
- Clear Code of Conduct expectations.
- Implementation of Protective Behaviours Curriculum (Keeping Safe) for students.
- Provision of links to parent education resources regarding child safety. eg CAPE (Child Abuse Prevention and Education Australia) <https://cape-au.com/>
- Compliance with all reporting responsibilities.

RELATED DOCUMENTS

- The United Nations Convention on the Rights of the Child.
- Bullying Prevention Policy
- Behaviour Management Policy
- Staff and Volunteers Code of Conduct
- Parent Code of Conduct
- Student Code of Conduct
- Induction Policy

LEGISLATION

- School Education Act 1999
- Health, Safety and Civil Liability (Children in Schools and Child Care Services) Act 2011
- Parliamentary Commissioner Amendment (*Reportable Conduct*) Act 2022 (the Act) that establishes the RC Scheme is administered by the Ombudsman Western Australia office (OWA).

DUTY OF CARE

Children may be exposed to risk of emotional or physical harm in many environments while in the School's care, including classroom and grounds, on excursions or other School related activities.

The School has a duty of care to prevent and detect abuse of children while in attendance. The School has an obligation to report abuse that occurs inside or outside the school grounds if it becomes known to staff.

The National Principles for Child Safe Organisations are embedded in the practices of the school and are periodically reviewed in Faculty meetings, to ensure that staff are actively working to ensure observance. Additionally, all staff are required to undertake and complete the training modules provided on the Childsafe website.

<https://humanrights.gov.au/resource-hub/training/child-safe-organisations-training>

RECRUITMENT AND SCREENING

- All employees of Yallingup Steiner School must hold up to date TRBWA registration if teaching.
- Assistants must hold Certificate III or IV and work within the limitations of their accreditation.
- Working With Children cards are mandatory for all staff and volunteers other than parents during school hours if working directly with students. All overnight excursions require WWCC clearance for attending adults.
- A Confidential Declaration Form for Volunteers and External Providers must be completed and signed by all persons working in proximity to students. This includes parents when attending overnight camps. (See Appendix 1)

MANDATORY REPORTING

All relevant staff must be up to date with Mandatory Reporting of child sex abuse training and undertake their legislated responsibilities. Failure to do so may result in prosecution.

NON-MANDATORY REPORTING

In cases of suspected neglect or physical abuse or any other cause for concern regarding the safety and wellbeing of a student, staff should report either to the Executive Committee or directly to the Department of Communities or Police. It is not the school's role to investigate issues of child maltreatment.

If an allegation is received by the Executive Committee regarding a Staff member, resolution will not be attempted within the school setting. Assistance will be sought from external agencies, including the Non-Government Schools regulatory body and/or the Police.

CODE OF CONDUCT

The Staff and Volunteers Code of Conduct will be reviewed annually and brought to the attention of staff and volunteers. The Code of Conduct clearly outlines the contractual expectations of employees with regards to Child Safety and Wellbeing. A breach of the Code

of Conduct warrants suspension, at the discretion of the Executive Committee, from duties, until investigation and resolution are complete.

INCIDENT REPORTING

In accordance with Standard 7 of the Guide to Registration Standards and Other Requirements for NonGovernment Schools, Critical and Emergency Incidents, any relevant reportable incident will be reported to the Director General within 48 hours using the form published by the Director General for this purpose.

Reportable incident Categories:

1. The death of a student, staff member or visitor who is at school or during a school-related activity or following an incident at school or during a school-related activity.
2. An actual or potential injury, illness or trauma of a student, staff member or visitor who is at school or during a school-related activity, or following an incident at school or during a school-related activity and where the incident has resulted or may result in significant impact.
3. An incident requiring a police or other emergency services response when a student appears to have been taken or removed from the school or from a school-related activity without proper authority or goes missing and cannot be accounted for.
4. An incident requiring the school to be locked down or to evacuate staff and students, or reduce the number of students or staff attending, or to close for any duration for health or safety reasons.
5. The receipt of a complaint or allegation of child abuse, including but not limited to sexual abuse, committed against a student by:
 - a) a staff member or another student; or
 - b) another person on the school premises or during a school-related activity; whether the abuse is alleged to have occurred recently or in the past.
6. Issuing a formal warning, a suspension or ceasing the employment of a staff member for a breach of the school's Code of Conduct involving suspected grooming behaviour.

If unsure of whether an incident is reportable, the school will contact the Department on 9441 1905 or NGSRegulation@education.wa.edu.au for advice as to whether an incident meets the threshold for reporting.

Appendix 1

Confidential Declaration for Volunteers and External Providers

This form must be completed by anyone who is not an employee of the Yallingup Steiner School and who will be working with or in proximity of students.

Please place a tick in one of the boxes below.

☐ I declare that I do not have any convictions, circumstances or reasons that might preclude my working with or near children.

☐ I declare that I do have convictions, circumstances or reasons that might preclude my working with or near children. The nature of these convictions, circumstances or reasons is outlined below.

I certify the accuracy of the above information. I am aware that I may be required to provide a police clearance, if considered necessary, to verify the information provided.

Name: _____

Date: _____

(BLOCK PRINT PLEASE)

Signature: _____

Telephone: _____

Company: _____

Address: _____