



KILBERRY VALLEY PRIMARY SCHOOL

School Staff Selection, Supervision and Management Practices for a Child Safe Environment

Kilberry Valley Primary School is committed to providing a child safe environment where children and young people feel and are safe, and their voices are heard about decisions that affect their lives.

When selecting staff, Kilberry Valley Primary School will complete a comprehensive selection process through Department of Education and Training Recruitment Online, which includes:

- References to the organisation's commitment to child safety in recruitment advertisements.
- Culturally inclusive recruitment practices.
- Welcoming applications from Aboriginal, Torres Strait Islander peoples, people from culturally and/or linguistically diverse backgrounds and people with a disability.
- Undertaking face-to-face interviews, which emphasise the culture of valuing child safety and the expectations of staff responsibilities, to underscore its importance to Kilberry Valley Primary School.
- Undertaking face-to-face interviews with questioning that may include:
 - Understanding of child safety.
 - Understanding of and respect for Aboriginal, Torres Strait Islander culture.
 - Understanding of and respect for cultural and / or linguistic diversity.
 - Understanding of and respect for the needs of vulnerable children and those with a disability.
- Undertake referee and qualification checks to determine:
- Prior conduct, including any disciplinary action taken against them by an employer.
- Any finding of improper or unprofessional conduct.
- Any investigations they have been subject to by an employer in Australia or in another country.
- Use of probation periods.
- New personnel undergoing a Working with Children Check or providing evidence of a Working with Children Check.
- Safe storage of files for the designated period after the conclusion of the recruitment process.

Kilberry Valley Primary School implements a comprehensive Induction Process which includes informing new staff and volunteers about child safety policies and processes, including Kilberry Valley Primary School's Code of Conduct.

Kilberry Valley Primary School leadership team implements professional development practices and processes including:

- Regular assessment of Kilberry Valley Primary School's child safety training needs, for example through questionnaires, or as part of regular performance review processes.
- Regularly provide information, training and education for staff and volunteers about child safety, including:
 - What child abuse is.
 - How to identify and reduce child abuse risks.

- Understanding and appreciating Aboriginal, Torres Strait Islander culture and other cultures and languages.
- The importance of ensuring culturally safe environments for children from culturally and/or linguistically diverse backgrounds, and how to promote this.
- The importance of ensuring safe environments for vulnerable children and those with a disability, and how to promote this.
- What constitutes inappropriate behaviour between children, such as inappropriate sexualised play, bullying and fighting.
- What is inappropriate behaviour between children and adults, with reference to the Kilberry Valley Primary School Code of Conduct.
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- Ensuring all staff complete the DET mandated modules on mandatory reporting.
- Ensuring staff and volunteers understand the importance of cultural safety for Aboriginal, Torres Strait Islander peoples, for example by encouraging awareness of and ability to talk about Aboriginal, Torres Strait Islander history and stories.
- Supporting staff to build resilience and cope with child abuse incidences, for example through access to the school's psychologist, through training and counselling.
- Providing ongoing training, support, supervision and performance management for all personnel.