



Child Safe Program

Child Safe Policy

Introduction

In the Lutheran learning communities the gospel is to "inform all programs, relationships and activities" (LCA and Its School statement). The love of God in Jesus Christ is to govern all that is done, in response to this love, people in the school community are directed to their fellow human beings. Where they love others, they love him. Christ's promise is that whatever is done for others is done for him. Informed and transformed by God's creative, redemptive and sanctifying love, God's people are concerned with the total needs of their fellow human beings.

The Child Safe Program in place at each learning community defines power as the capacity to set and care for boundaries. Boundaries are the structures which support human development within community; boundaries may be personal, communal, spiritual, psychological or physical. In Christ, there is an empowerment by the gospel to recognise boundaries and prevent their destructive crossing and to care for those who have been violated. Our responsibility of leadership is to care for professional boundaries through the establishment of structures that protect them. Structures provide for support, examination, and action to ensure that leaders, staff and students act according to boundaries that help, protect and uphold the dignity, worth and safety of each individual. (Valuing Safe Communities: Statement of values)

All children and young people who come to the Learning Community have a right to feel and be safe. We are committed to the safety and wellbeing of all children and young people. 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 harm to children and young people and are committed to acting in students' best interests and keeping them safe from harm.

The Learning Community regards its child safety 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 Learning Community has a responsibility to understand the important and specific role that 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 that they make.

Yirara College, a culturally diverse community, strives to develop living skills, worldviews and Christian faith, enabling people to respect and live out their spiritual and cultural identities.

We believe that the gifts of love, forgiveness and salvation through Jesus Christ transcend all cultural barriers.

Yirara College Board is Yirara College's governing body, and has approved the Child Safe Policy on 15 May 2026. It will be reviewed on 15 May 2029.

Purpose

The Child Safe Policy demonstrates the College's strong commitment to creating and maintaining a child safe and child-friendly environment, and to complying with the National Principles for Child Safe Organisations (National Principles) and non-government school registration requirements relevant to child safety and wellbeing. It summarises the policies and practices that we have developed to keep our students safe, including from abuse and other harm.

The Child Safe Policy outlines the key elements of our approach to being a child safe organisation and to:

- implementing the National Principles
- complying with Non-Government School Registration Standards relevant to child safety and wellbeing
- creating a safe, supportive and child-friendly College environment
- promoting the open discussion of child safety and wellbeing issues within the College

- complying with all laws, regulations and standards relevant to child safety and wellbeing, including child protection, in the Northern Territory.

It informs the College community about everyone's obligations to act safely and appropriately towards students and guides the policies, processes and practices for the safety, wellbeing and protection of students across all areas of our work.

Statement of Commitment to Child Safety and Wellbeing

All children and young people who come to Yirara College 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 can actively participate in decisions that affect their lives.

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

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

Each member of the College community has a responsibility to understand the important and specific role that 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 that they make.

Child Safe Principles

The College's commitment to child safety is based on the National Principles, 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 and other harm.

Requiring compliance with these child protection principles is one of Yirara College Board's strategies to embed a culture of child safety at the College.

The National Principles for Child Safe Organisations

The 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, National Principles for Child Safe Organisations

Scope

The Child Safe Policy applies to all adults in the College community, including Staff, Volunteers, Contractors, and Visitors.

It applies in all College and Boarding House environments. College and Boarding House environments include both physical and online environments, as well as any environment (including those outside the College's grounds) where College-related activities are occurring.

Roles and Responsibilities

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

Of particular importance to this Policy are our Child Safe Officers. Additional roles and responsibilities are summarised in the **Procedures** subsection at the end of this Policy.

The College's and the Boarding House's Child Safe Officers

The College has nominated one or more senior staff members as the College's and the Boarding House's Child Safe Officers. They receive additional specialised training about child safety and

wellbeing, including child protection issues.

They are a point of contact for raising child safety concerns within the College. They are also responsible for championing child safety within the College and assisting in coordinating responses to child safety incidents.

They ensure that the College responds appropriately to students involved in child safety incidents and concerns, and provide assistance and advice to other members of the College community who receive or make a disclosure of abuse or other harm of a child or young person.

Our Child Safe Officers are:

Name	Title	Contact
Wesley Meurant	Principal	wesley.meurant@yirara.nt.edu.au
Lisa Newman	Deputy Principal	lisa.newman@yirara.nt.edu.au
Liko Alosio	Head of Teaching & Learning	liko.alosio@yirara.nt.edu.au
Tayla Fordham	Head of Student Support	Tayla.Fordham@yirara.nt.edu.au
Jed Delaine	Head of Male Boarding	jed.delaine@yirara.nt.edu.au
Robyn Stowers	Head of Female Boarding	robyn.stowers@yirara.nt.edu.au
Susie Marsh	Female Nurse	Susie.Marsh@yirara.nt.edu.au
Gilbert Lelis	Male Nurse	Gilbert.Lelis@yirara.nt.edu.au

The Senior child protection Officer and Boarding School Senior Child Protection Officer

The College has also appointed Wesley Meurant as the College's Senior child protection Officer and Robyn Stowers and Jed Delaine as the Boarding House's Boarding School Senior Child Protection Officer. The Senior child protection Officer can be contacted by phone on 08 8950 5644 or by emailing wesley.meurant@yirara.nt.edu.au and the Boarding School Senior Child Protection Officer can be contacted by phone on 08 8950 5644 or by emailing robyn.stowers@yirara.nt.edu.au or jed.delaine@yirara.nt.edu.au.

The Senior child protection Officer has additional child protection responsibilities, such as being a first point of contact for all child safety concerns or queries for the wider community and coordinating the College's response to child safety incidents in consultation with the Senior Management and Yirara College Board.

The Boarding School Senior Child Protection Officer has similar responsibilities.

Policy Statement

Child Safe Codes of Conduct

The College's **Child Safe Code of Conduct** sets boundaries and expectations for appropriate behaviours between adults associated with the College and students, including in physical and online environments.

We also have a **Student Code of Conduct**, which includes child protection standards of behaviour for students.

Together, we refer to these as the **Child Safe Codes of Conduct**.

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

We also provide additional information to students and families about the Child Safe 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

Yirara College is a child safe and child-centred organisation. We ensure that our physical and online 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 do this through

- student wellbeing and feedback survey
- student leadership meetings

as well as informal mechanisms such as

- pastoral care discussions
- classroom discussion activities
- teacher direct message and email contact

We ensure that students know about their rights to safety, information and participation through age-appropriate education, and by providing age-appropriate, simple, and accessible information to students about how to raise, and the College’s procedures for responding to, child safety concerns.

We recognise the importance of friendships and have implemented specific strategies to support, friendships and support from peers. We actively seek to understand what makes students feel safe in our College and Boarding House and regularly communicate with students about what they can do if they feel unsafe.

Parents/Carers, Families and Community Involvement at the College

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

In addition, we:

- ensure that families and relevant communities (the variety of communities that are relevant to the College, such as Aboriginal and Torres Strait Islander communities, culturally and linguistically diverse communities, and other communities that make up our Staff and student cohorts) know about the College’s and the Boarding House’s operations and policies, including

this Child Safe Policy and the Child Safe Codes of Conduct, record keeping practices, risk management, and complaints and investigation processes

- actively seek to include families and relevant communities in decisions about organisational planning, delivery of services, management of facilities, and learning and assessment environments
- build cultural safety at the College and the Boarding House through partnerships with relevant communities.

Cultural Safety and Valuing Diversity in the College Community

Our College values diversity and does not tolerate any discriminatory practices. To achieve this, we:

- support the cultural safety, participation and empowerment of Aboriginal and Torres Strait Islander students and their families
- support the cultural safety, participation and empowerment of students from culturally and linguistically diverse backgrounds and their families
- support students with disability and their families and act to promote their participation
- support other vulnerable students and their families and act to promote their participation
- seek to recruit a workforce that reflects a diversity of cultures, abilities and identities
- ensure that all Staff and relevant Volunteers and Contractors have training about Aboriginal and Torres Strait Islander cultures, disability, culturally and linguistically diverse backgrounds, and those with particular experiences or needs
- have a physical environment that actively celebrates diverse cultures and recognises cultural difference
- commit to ensuring our facilities promote the inclusion of students of all abilities.

We also recognise that some children and young people face additional vulnerabilities to abuse and other harm, as well as additional barriers to disclosing child safety incidents or concerns. We:

- provide guidance to Staff, and relevant Volunteers and Contractors, about identifying additional vulnerabilities/barriers; and
- implement strategies for supporting students who face additional vulnerabilities/barriers to participate in the College community and for enabling them to disclose child safety incidents or concerns to the College.

Child Safe Human Resources Management

Recruitment and Screening

The College applies best practice standards to engage the most suitable and appropriate people to work with our students. Our practices include:

- making our commitment to child safety clear in recruitment advertising and documentation
- requiring relevant Staff, Volunteers and Contractors to maintain a valid WWC Clearance (Ochre Card)
- using additional selection criteria, background checking and screening processes for all Staff, and for relevant Volunteers and Contractors, that take into account child protection considerations.

Training On and Information About the Child Safe Program

As a part of Yirara College's induction process, all Staff, as well as relevant Volunteers and Contractors, must complete our child protection induction program, which includes information about our child protection policies, practices and procedures.

All Staff, as well as relevant Volunteers and Contractors, also receive refresher and ongoing child protection training at least annually.

Our child protection induction and ongoing training programs include information about:

- this Child Safe Policy
- the Child Safe Codes of Conduct
- recognising abuse and other harm and identifying key indicators, including harm caused by other children and young people
- our policies and procedures for responding to and reporting (both internally and to external authorities) all child safety incidents and concerns, including mandatory reporting obligations
- our policies and procedures for information sharing and record keeping about child safety incidents and concerns
- Ochre Cards and other child protection human resources practices.

The College provides all Visitors to the College, including Casual Volunteers and Casual Contractors, with information about the Child Safe Code of Conduct and how to report child safety incidents or concerns to the College and to relevant external authorities.

Ongoing Supervision, Management and Support

The College's Child Safe Officers, Senior Management and/or an appointed manager provide supervision and support to all Staff, Direct Contact Volunteers, and Direct Contact Contractors to

ensure that they comply with the College's approach to child safety.

Our child protection supervision and support program includes:

- annual performance reviews for all staff members
- probationary periods for new staff members, where these are permitted by law or under an enterprise agreement
- appointing a staff member to supervise relevant Volunteers and Contractors
- professional development programs for Staff that include child protection education.

Complaints and Reporting Processes: The College's response to Child Safety Incidents or Concerns

Yirara College fosters a culture that encourages everyone in the College community to raise concerns and complaints about child safety. We have:

- clear pathways for raising complaints and concerns, set out in the **Procedures** below; and
- clear procedures that all Staff, Volunteers and Contractors must follow whenever they witness, suspect or receive a complaint about a child safety incident or concern involving a student, a staff member, a Volunteer, a Contractor or the College, set out in our Child Safe Program (explained in the **Procedures** below).

These pathways and processes are summarised for students, parents/carers and other members of the College community in the **Complaints Handling Policy and Procedures for Managing Child Safety Incidents or Concerns Involving the College or its Staff Members (Summary)**, which are available on our public website.

The College will take appropriate, prompt action in response to all child safety incidents or concerns, including all complaints, allegations or disclosures of abuse or other harm, when Staff, Volunteers, Contractors, students, parents/carers or anyone else reports these to the College.

The safety and wellbeing of the student/s involved in the matter will be the paramount consideration when responding to child safety incidents and concerns. The College follows the National Office of Child Safety's [Complaint Handling Guide: Upholding the rights of children and young people](#) when investigating and responding to child safety incidents and concerns.

The College's response will include:

- reporting all matters that meet the required relevant thresholds externally to Territory Families, the Police, and/or the Teacher Registration Board of the Northern Territory, depending on the issues raised
- fully cooperating with any resulting investigation by an external agency
- protecting any student connected to the child safety incident or concern until it is resolved and providing ongoing support to those affected
- taking particular measures in response to child safety incidents or concerns about an Aboriginal or Torres Strait Islander student, a student from a culturally and linguistically diverse background, a student with disability, and other vulnerable students
- sharing information with, or requesting information from, external people or agencies as permitted or required by law
- securing and retaining records of the child safety incident or concern and the College's response to it
- taking broader actions to improve child safety at the College (including systemic reviews and resulting improvements).

Child Safe Risk Management

LESNW and Yirara College recognise the importance of a risk management approach to child safety and to minimising the risk of harm to children and young people in all College environments, without compromising their rights to privacy, access to information, social connections and learning opportunities.

We have a comprehensive **Risk Management Program** to assist in the identification, assessment and management of child safety risks in all College environments.

We identify, assess and manage child protection risks in all College and Boarding House environments, based on a range of factors including the nature of our College's and Boarding House's activities, their physical and online environments and the characteristics of our student and boarding student cohorts.

We use this information to inform our policies, procedures and activity planning.

Child Safe Privacy, Information Sharing and Record Keeping

The College collects, uses and discloses information about students and their families in accordance with Northern Territory privacy laws and other relevant laws, including laws that permit the College to disclose information about child safety to external people and agencies. For

information about how the College collects, uses and discloses this information, refer to the Privacy Policy and Procedures.

In particular, we only share information about child safety incidents and concerns, whether internally or with external people and agencies, on a 'need-to-know' basis.

The College is also committed to best practice record keeping about child safety incidents and concerns.

The College records all internal and external reports of child safety incidents and concerns, as well as any other responses by the College, using Child Safety Incident Notification Form.

When keeping records of child safety incidents or concerns, the College maintains confidentiality and privacy for students and families in accordance with federal and Northern Territory privacy legislation.

Child Safe Program and Practice Review

Yirara College is committed to the continuous improvement of our child protection policies, procedures and practices. We review our Child Safe Program as a whole annually (or earlier if a significant child safety incident occurs at the College or legislation changes) for overall effectiveness and to ensure compliance with all child protection related laws, regulations and standards.

When undertaking these reviews, the College:

- actively seeks, actions and incorporates feedback from students, families, the wider College community, Staff, Volunteers and Contractors
- analyses any complaints, concerns and child safety incidents that may have occurred
- communicates any learnings, adjustments or amendments to policy and practice widely throughout the College community.

Procedures

Reporting Child Safety Incidents or Concerns to the College

If you are concerned that a child, young person or student aged 18 or over is in immediate danger, call the Police on 000.

Any person, including all Staff, Volunteers, Contractors, parents/carers and students, can at any time contact the Department of Territory Families, Housing and Communities (Territory Families) if they have a reasonable belief that a child (aged under 18) is being, or has been, subjected to any form of abuse or other harm.

You can report to Territory Families by telephoning the Child Protection Hotline (Territory Families Central Intake Team) 1800 700 250, 24 hours per day, seven days per week.

Staff, Volunteers and Contractors

All Staff, Volunteers and Contractors **must** follow the College's Responding to and Reporting Child Safety Incidents or Concerns Policies and Procedures. In particular, they must report all child safety incidents or concerns internally to a Child Safe Officer or the Principal.

If the child safety incident or concern involves the Principal, internal reports should instead be made to the Chair of the Board by emailing John Proeve at jde.proeve@gmail.com.

Students, Parents/Carers and Community Members

Students at the College and boarding students at the Boarding House who have child safety concerns about themselves, or about any other child, young person or student aged 18 or over, can:

- disclose the child safety incident or concern to a College Child Safe Officer
- disclose the child safety incident or concern to any other staff member, Volunteer or Contractor. This might be done:
 - verbally
 - in writing
 - through electronic means (such as email)
 - indirectly (such as in written assignments, in artworks or in any other way)
- disclose anonymously, using the College's feedback box, which is located Student Services office
- contact Office of the Children's Commissioner: Northern Territory 1800 700 250.

Parents/carers, family members and other community members who have child safety concerns or who suspect that a child or young person associated with the College, or a student aged 18 or over, may be subject to abuse or other harm can contact:

- the Principal, who is the College's Senior child protection Officer, by phoning 08 8950 5644 or emailing wesley.meurant@yirara.nt.edu.au

- the Boarding House’s Boarding School Senior Child Protection Officer by phoning 08 8950 5644 or emailing olene.harrison@yirara.nt.edu.au or jed.delaine@yirara.nt.edu.au
- if the concern relates to the Principal, the Chair of the Board by emailing John Proeve at jde.proeve@gmail.com.

Any person can also contact the Principal, the Boarding School Senior Child Protection Officer or the Chair of the Board if they have concerns regarding the College’s or the Boarding House’s leadership in relation to child safety.

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

Responding to and External Reporting of Child Safety Incidents or Concerns

Our Child Safe Program (explained below) sets out the procedures that the College will follow when notified of any child safety incident or concern involving the College or a student, staff member, Volunteer, Contractor, Visitor or any other person connected to the College or the College environment.

It also provides guidance for all Staff, Volunteers and Contractors on their obligations to respond to child safety incidents or concerns and to report them to relevant external authorities. These obligations include:

- their duty to protect students
- mandatory reporting to Territory Families of children and young people who have been or are at risk of being harmed or exploited or the victim of a sexual offence
- mandatory reporting to the Police of domestic and family violence involving a student, staff member, Volunteer, Contractor or any other person connected to the College or the College environment
- reporting to the Police in other situations where a student has been or is being harmed
- reporting teacher misconduct to the Teacher Registration Board of the Northern Territory
- reporting child safety incidents or concerns that occur at or otherwise involve the College or its Staff, Volunteers and Contractors to LESNW.

Support for Students, Families and Staff Following Child Safety Incident or Disclosure

Child safety incidents or concerns can cause trauma and significantly impact on the mental health and wellbeing of children, young people, and students aged 18 or over, as well as on their families. In

In addition to reporting and referral to the relevant authorities, the College plays a central role in addressing this trauma and has a duty of care to ensure that students feel safe and supported at College.

The College employs a range of measures to support students affected by a child safety incident or concern, depending on the particular circumstances of the matter and of the student and their family:

- a Child Safe Officer may work with the student and their family to develop a Student Support Plan
- support strategies that could be considered for students and/or their families might include offering or organising referrals to internal or external support, such as a College counsellor, bi-cultural workers and/or translators, or an external support agency and/or child advocacy organisation which specialises in supporting children and young people impacted by abuse or other harm.

The College offers similar support to former students who disclose historical child safety incidents or concerns from their time at the College.

Witnessing a child safety incident or receiving a disclosure of abuse or other harm can be a distressing experience for Staff, Volunteers and Contractors involved. The College assists impacted Staff, Volunteers and Contractors to access necessary support.

Embedding a Culture of Child Safety: Our Child Safe Program

We call the full collection of the College's child protection policies and procedures the "Child Safe Program". It is itself one of the strategies employed by Yirara College to embed a culture of child safety at the College.

The Child Safe Program relates to all aspects of child safety and protecting children, young people and students aged 18 or over from abuse and other harm. It establishes work systems, practices, policies and procedures to create and maintain a child safe environment and culture at the College. It includes:

- Child Safe Codes of Conduct
- clear information about what is abuse and other harm and associated key indicators of abuse and other harm

- clear procedures for responding to and reporting child safety incidents or concerns internally, and for responding to incidents or allegations of 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 Senior Management, Staff, Volunteers and Contractors
- procedures for reporting to external agencies, including Mandatory Reporting to Territory Families 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 linguistically diverse backgrounds, students with disability and other vulnerable students
- child protection training
- information regarding the steps to take after a disclosure of abuse or other harm to protect, support and assist children, young people and students aged 18 or over
- guidelines with respect to record keeping and confidentiality
- policies to ensure compliance with all relevant laws, regulations and standards (including the National Principles)
- a system for continuous review and improvement.

Additional Child Safe Responsibilities at the College

LESNW and Yirara College Board

LESNW

LESNW is the body corporate that, for the purposes of non-government school registration requirements, is the College's governing body. It is the proprietor of the College.

Yirara College Board

Yirara College Board is LESNW's governing body. It:

- approves and reviews the College's child protection policies and procedures required for registration as a non-government school
- ensures that the College has and implements processes to comply with its child protection legal and regulatory obligations; and

- ensures that the College has appropriate resources to effectively implement the National Principles and the Child Safe Program.

Executive Director

Reviews and updates the Introductory statement for the Child Safe policy for all LESNW learning communities.

The Principal

The Principal is responsible, and will be accountable, for the operational management of the College. They are responsible for taking all practical measures to ensure that this Child Safe Policy and the College's Child Safe Program are implemented effectively and that a strong and sustainable child safe culture is maintained within the College.

The College Board

Each member of the College Board is required to ensure that appropriate resources are made available to allow the College's Child Safe Policy and the Child Safe Program to be effectively implemented and are responsible for holding the Principal and the Senior Management accountable for effective implementation.

The Head of Boarding

The Head of Boarding is responsible, and will be accountable, for the operational management of the Boarding House. They are responsible for taking all practical measures to ensure that this Child Safe Policy and the College's Child Safe Program are implemented effectively at the Boarding House and that a strong and sustainable child safe culture is maintained within the Boarding House.

The Senior Management

Each member of the Senior Management is responsible for ensuring that appropriate resources are made available in their area of operations to allow the College's Child Safe Program to be effectively implemented within the College, and to support the Principal in the practical application of the College's child protection strategies, policies, procedures and work systems.

Staff

All Staff must:

- comply with the Child Safe Policy and Child Safe Codes of Conduct
- be familiar with the other Policies and Procedures in the Child Safe Program; and
- understand their legal obligations with respect to the reporting of abuse and other harm, and Ochre Cards.

All Staff must be aware of key indicators of abuse and other harm, be observant, and report all child safety incidents and concerns internally to the College and to the appropriate external authorities.

To meet these obligations, all Staff must:

- participate in child protection induction and ongoing training provided by the College
- follow the Policies and Procedures in the Child Safe Program
- act in accordance with the Child Safe Codes of Conduct
- identify, respond to and report child safety incidents and concerns in accordance with the Responding to and Reporting Child Safety Incidents or Concerns Policies and Procedures
- ensure that students' views are taken seriously and their voices are heard when making decisions that affect them
- implement inclusive practices that respond to the diverse needs of students
- comply with all relevant child protection human resources policies and procedures.

Volunteers and Contractors

All Volunteers and all Contractors at the College are responsible for contributing to the safety and protection of students in the College environment.

To meet these obligations:

- all Volunteers and Contractors must:
 - comply with the Child Safe Policy and the Child Safe Codes of Conduct
 - understand their legal obligations with respect to reporting abuse and other harm
 - raise all child safety concerns with a Child Safe Officer
 - comply with all relevant child protection human resources policies and procedures
- certain Volunteers and Contractors (those who are so required by the College) must:
 - either participate in child protection induction and ongoing training provided by the College or receive and acknowledge information about the Child Safe Policy and the Child Safe Code of Conduct
 - identify and respond to child safety incidents and concerns in accordance with the Responding to and Reporting Child Safety Incidents or Concerns Policies and Procedures.

For Contractors, the College may include these requirements in the written agreement between it and the Contractor.

Implementation

The Child Safe Policy is published on our public website.

It is provided to new Staff, to new Boarding House Staff, to Direct Contact and Regular Volunteers, and to Direct Contact and Regular Contractors at their induction or prior to them commencing their work at the College.

The College provides all Visitors to the College, including Casual Volunteers and Casual Contractors, with information about the Child Safe Policy, the Child Safe Code of Conduct and how to report child safety incidents or concerns to the College and to relevant external authorities, through the College website.

Breach

Yirara College enforces the Child Safe Policy and our Child Safe Codes of Conduct. In the event of any non-compliance, we will instigate a review that may result in a range of measures including (depending on the severity of the breach):

- remedial education
- counselling
- increased supervision
- the restriction of duties
- suspension or
- in the case of serious breaches, termination of employment, contract or engagement.

Definitions

Definitions of particular terms used in the College's Child Safe Policy can be found in **Child Safe Program Definitions**.

Source of Obligation

- Education Act 2015 (NT), sections 4 and 125
- Non-Government School Registration Standards, Standards 2.3, 7, 8, 9, 10, 11, 12, and 13

- National Principles for Child Safe Organisations, Principle 1

Related Policies

- Codes of Conduct (Child Safe) Policies and Procedures
- [Complaints Management \(Child Safe\) Policy and Procedures](#)
- [Mandatory Reporting to Territory Families Policy and Procedures](#)
- [Working with Children Clearance \(Ochre Card\) Policy and Procedures](#)
- [WWC Clearances \(Ochre Cards\) Procedures for Staff](#)
- [Risk Management \(Child Safe\) Policy and Procedures](#)
- [Record Keeping \(Child Safe\) Policy and Procedures](#)
- [Compliance, Review and Improvement \(Child Safe\) Policies and Procedures](#)

Related Documents

N/A

References

- Registrar Non-Government Schools, [Non-Government School Registration Standards](#)
- National Office of Child Safety, [Complaint Handling Guide: Upholding the rights of children and young people](#)

Policy Administration

Yirara College Board reviews the Child Safe Policy every 3 years or earlier if required, such as due to changes in legislation.

Status	Document Owner	Approver(s)	Approval Date	Version Number	Last Reviewed	Review Frequency	Next Review Date
Current	Wesley Meurant	Board	15 May 2026	1	15 May 2026	3 yearly	15 May 2029