

CGGS Pledge to a Safe School Environment

At Canberra Girls Grammar School (CGGS) we endeavour to provide a safe and inclusive environment for our students to flourish within. All children and young people in our School have a right to be safe and protected regardless of age, ethnicity, gender, culture, ability, or political inclination. The School implements a range of curriculum offerings and pastoral strategies to support the mental, social, physical and academic development of our students to assist in the development of the whole person and provides clear guidance on how to report matters of concern to our staff.

Our pledge to a safe school environment includes all identities, relationships and interactions that occur at the School and its associated activities, these include adult (staff / volunteer) – children relationships and child/young person – child/young person relationships. Staff, volunteers and visitors to the School are bound by appropriate policies and students are expected to work within the behavioural expectations of their sub-school, which can be found in the Student Diary and on Agora, our parent portal. All staff and students must meet the requirements of the Acceptable Use of ICT Policy and, at appropriate age/stages, our students are taught about the responsible use of social media. The Parent Code of Conduct, accessible from Agora, guides CGGS parents in their behaviour, particularly as role models for their children in interactions with school staff.

As part of providing a safe school environment and in line with the Australian Student Wellbeing Framework (diagram below) CGGS is committed to implementing and supporting the Royal Commission into Institutional Responses to Child Sexual Abuse and our School will not accept any form of child harm or endangerment. CGGS has clear processes in place for reporting behaviour of concern to appropriate authorities.

Australian Student Wellbeing Framework



Source: <https://studentwellbeinghub.edu.au/educators/framework/>

In order to ensure we meet our responsibilities in these areas, the School has implemented a range of appropriate policies and procedures, including:

- Working with Vulnerable People (WWVP) – All adults engaged in CGGS activities must meet the requirements for background checks, including a National Police Check for teaching staff, and hold a current WWVP card. This is monitored annually.
- Teacher Quality Institute (TQI) registration – all teachers in the School must hold current registration with ACT TQI and all work within the School is compliant with ACT TQI requirements.
- Mandatory Reporting – All adults are mandated to report situations where they form a belief on reasonable grounds that a child or young person has experienced sexual or physical abuse or neglect. The Senior School Student Welfare team members (School Counsellors) are the delegated reporters in the Senior School while the Deputy Head of the Junior School is the delegated reporter in the Junior School; they are trained in matters of child protection and safety issues. Annual staff training is provided for all School staff regarding mandatory reporting. This is also a key part of the School Staff Induction Process.
- Reportable Conduct Scheme – CGGS executive and senior staff undergo regular training regarding their responsibilities in reporting and/or investigating allegations or convictions of misconduct involving children and young people.
- All CGGS staff abide by the School's Code of Conduct.
- CGGS has a Child Protection Policy and the Pastoral staff is provided with regular updates regarding their responsibilities in these areas.
- A team of qualified counsellors (including psychologists) is employed by the School to provide support and initial guidance to students, while also liaising with appropriate external agencies.
- ELC, Junior School and Senior School curriculum equips students with the necessary behavioural skills and technical knowledge to manage healthy, respectful relationships and positive online interactions. The School teaches appropriate age and stage education regarding diversity, inclusion, tolerance and healthy relationships. Students are also made aware of how to make reports of concerning behaviours to appropriate members of school staff, this varies according the age of the student.
- Each sub school has a range of school-based policies to support appropriate student behaviour, expectations and appropriate consequences for breaching these expectations. Each case is managed on an individual basis and everything we do is guided by the CGGS School Values, set out in the School's [Strategic Design](#). In the Junior School, the Deputy Head of the Junior School, is responsible for the appropriate guidance of the students and training of staff in this area and in the Senior School, this responsibility lies with the Director (Students).
- A range of clubs and student committees exists within each area of the School to ensure student agency in the important areas of inclusion, diversity, tolerance, acceptance and leadership. An example is the Safe Schools Committee in the Senior School.

- Throughout each school year, a range of parent forums and information sessions are provided to the parent body to assist in the partnership of developing responsible and respectful young people. These forums assist in educating parents about areas such as online behaviour, drug and alcohol use, and respectful relationships.

Canberra Girls Grammar School continuously reviews its Safe School Environment Program to ensure the School is compliant with the ACT child protection legislation and regulations.

Approved by Mrs Anna Owen, Principal

February 2020