Our Lady Star of the Sea
Safe Environments Policy

Purpose
Leadership and staff at Our Lady Star of the Sea School acknowledge the importance of an environment that contributes to the health and wellbeing of all staff and students.

This policy confirms our commitment to:
• providing a safe, inclusive and empowering school environment for students, families, staff and visitors.
• delivering safety education in one or more key learning areas of the curriculum as a part of a whole school approach to health and wellbeing.
• ensuring families, students and staff are key partners in promoting a safe environment.

As a health promoting school, we will promote the safety and wellbeing of children, staff and families through learning, policies, creating a safe and healthy physical and social environment, and developing community links and partnerships.

Policy statement
Our Lady Star of the Sea School is a safe place for everyone including students, teachers and other staff, families and members of the local community. The involvement and commitment of the whole school community is required to achieve a culture in which safe and respectful schools are everyone’s concern and responsibility.

We promote and provide a supportive learning community where all students feel, and are safe. Students have a fundamental right to learn in a safe, supportive environment and to be treated with respect. School staff also have the right to teach, work and participate in an environment that is safe and supportive. Similarly, parents and other local community members have a right to feel safe, supported and respected in the school context.

Whole school engagement
It is recognised that every member of Our Lady Star of the Sea School has an impact on students’ health and can contribute to creating a safe environment. All members of our school community including staff, students, families and volunteers will be supported to meet this policy.

Definitions
Bullying: Bullying is repeated verbal, physical, social or psychological aggressive behaviour by a person or group directed towards a less powerful person or group that is intended to cause harm, distress or fear.

The different types of bullying include:
Verbal or written abuse - such as targeted name-calling or jokes, or displaying offensive posters.
Violence - including threats of violence.
Sexual harassment - unwelcome or unreciprocated conduct of a sexual nature, which could reasonably be expected to cause offence, humiliation or intimidation
Homophobia and other hostile behaviour towards students relating to gender and sexuality
Discrimination including racial discrimination - treating people differently because of their identity
Cyber bullying - either online or via mobile phone.

Procedures
Healthy policies
• Staff, families and students are involved in guiding the development and implementation of the whole-school safe environment policy and are provided with information about policy requirements.
• If a student is suspected of being at risk of or experiencing social, emotional, behavioural or bullying difficulties the school will follow the Restorative Practices steps as stated in our Pastoral Care policy and Student Wellbeing Handbook.

Healthy physical environment
Our Lady Star of the Sea School:
• provides a welcoming and inclusive physical environment, which reflects the diversity and interests of the students, families and staff.
• ensures the use of appropriate and properly fitted protective equipment during physical activity to reduce risk of injury.
• takes action to minimise hazards from road traffic, particularly during pick up, drop off periods and other high risk times.
Healthy social environment
Our Lady Star of the Sea School:
• provides a safe, inclusive and empowering social environment that promotes a culture of respect, fairness and equality.
• implements strategies to promote positive and responsible behaviour and to prevent and respond to bullying, discrimination and harassment.
• staff and families recognise that they are role models and are encouraged to demonstrate behaviours that promote safety.

Learning and skills
At Our Lady Star of the Sea School:
• social and emotional learning, safety education and related health messages are incorporated across the curriculum from Foundation to Year 6 and are delivered in one or more key learning areas of the curriculum.
• the school provides a curriculum that actively engages and builds students’ self-awareness, social awareness, responsible decision making, self-management and relationship skills
• collaborative group activities that encourage inclusion, participation, team-work and cooperation are incorporated in the curriculum.
• staff are supported to access resources, tools and professional learning to enhance their knowledge and capacity to promote safe environments and behaviours

Engaging children, young people, staff and families
At Our Lady Star of the Sea School:
• families, students and staff are key partners in developing and supporting safety initiatives and are provided with information, ideas and practical strategies on a regular basis to support safety in the school and at home.
• students are engaged in developing and implementing safety initiatives via student leadership, student action teams, Health and Safety tab on intranet.
• staff are encouraged to develop competencies to facilitate engagement of families and students from diverse cultural backgrounds.

Community partnerships
At Our Lady Star of the Sea School:
• staff are encouraged to work with local health professionals, services and organisations to increase the school’s capacity to deliver safety initiatives and promote safe environments.
• staff/students/parents work with local government and other agencies to minimise safety hazards in the surrounding area.

Relevant accountability documents
• MCEEDYA, National Safe School Framework

Related school policies
• Cyber Bullying Policy, Anti Bullying Policy
• School Community Grievance Policy
• School Privacy Policy
• Workplace Equal Opportunity Policy
• Occupational Health and Safety Policy
• Internet Usage policy, Social Media Policy
• School Staff Health and Wellbeing Policy
• School Pastoral Care Document
• School Student Wellbeing Handbook
• School Staff Handbook

References

Monitoring and review
The Staff Health and Wellbeing policy will be monitored and reviewed by the staff, school board, student representatives and the SWB Core Team at least once every three years.

Ratified by School Education Board: 9 June, 2015

Initial Policy: 2015
Next Review: 2018