

Employment Statement

Carrum Downs Secondary College's development of policy and procedure around Child Safe Standards supports, encourages and enables school staff, parents, and children to understand, identify, discuss and report child safety matters.

All employment positions that are advertised for our college are placed on the Department of Education recruitment online framework. Each position includes the standard 'Child Safe Environments' clause as provided in the 'Recruitment in Schools' Guide.

Successful applicants also undertake a referee check which asks if this person is suitable for child related work or if there are any areas for concern in regard to child safety. Where a response raises any concerns the Principal will seek advice from the Employee Conduct Branch.

Letters of offer for all of our college positions include a reference to the offer being subject to the person being suitable for child-connected work. This is aligned with Department of Education processes.

Our college makes all reasonable efforts to gather and verify a successful applicants relevant qualifications, experience and attributes in relation to child safety checked before beginning employment. This includes being registered with the VIT or having a current working with children qualification.

All new school staff are correctly inducted into the school's policies, codes, practices, and procedures governing child safety and child-connected work, and are monitored and assessed through the annual Professional Development Plan process as to their continuing suitability for child-connected work.

Our Wellbeing Team are responsible for and will deliver annual guidance and training in relation to Child Safe Standards to all staff and school council members to ensure all staff are aware of their responsibilities in relation to child safety.