

- [United Nations Convention on the Rights of the Child](#); and
- [Victorian Charter of Human Rights and Responsibilities](#).

3.2 STATEMENT OF COMMITMENT

Trinity College is committed to providing a safe, inclusive, and welcoming environment where all students are empowered to develop their talents, interests, and abilities through a curriculum that fosters the intellectual, physical, social, emotional, and moral & spiritual development of the student.

To uphold this commitment, the College will promote the safety of all children and in particular will:

- promote inclusivity and diversity amongst our students and young people within the College environment;
- promote reporting of unacceptable behaviour and practices towards children and young people;
- promote involvement from families of our students in our decisions pertaining to the student's wellbeing and prevention of any harm or abuse to our students;
- ensure Trinity College regularly reviews our child safe policy and practices;
- ensure that young people have a voice and are encouraged to speak up about their role, in ensuring a safe and welcoming environment to learn and thrive in;
- invite students of the College to be members of the Child Safe Committee to provide valuable input on how the College can make improvements and strengthen our child safe programs and procedures;
- promote the cultural safety of Aboriginal & Torres Strait Islander children and children from culturally and/or linguistically diverse backgrounds;
- promote the safety and participation of children living with a disability.

The College has zero tolerance of child abuse. To uphold this commitment, the College will:

- empower children to have their voice heard;
- implement s & To078>Td[em)1 (m)-5.8ac,ow andhil(ua)21.5 (o)21.5 (s)9 1 (,)4.4b (y)9 (i)35.4 ((e)

Commission for Children and Young People. Staff, visiting scholars and volunteers will be liable to disciplinary action in accordance with Trinity College's disciplinary procedures and in accordance with legislative requirements. Such disciplinary action will be dealt with on a case by case basis and will be at the discretion of the relevant Dean, Divisional Head or their delegate.

Additionally, a staff member who breaches this policy may face termination of their engagement with Trinity College. Employees of contractors or sub-contractors may also be

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the belief on the same grounds.

Reportable Conduct Scheme has been designed to ensure that the Commission for Children and Young People will be aware of every allegation of certain types of employee misconduct involving children in relevant organisations. The College must investigate an allegation subject to police clearance on criminal matters; advise the Commission who is undertaking the investigation and manage the risks to children. The Scheme does not replace the need to report allegations of child abuse to Victoria Police. Refer to _____ of this procedure for the requirements of the reportable conduct scheme.

Trinity College community refers to:

- Trinity College staff;
- College students which includes:
 - a person who is enrolled in any educational course delivered within the Pathways School;
 - a person who is a resident within the Residential College or a non-residential choir member;
 - a person who is enrolled in any unit or course of study and who has identified Trinity College Theological School as their home college;
- Contracted, third party service provider to the College or associated organisation;
- Volunteers including College Council, Board and Committee members, and other individuals who volunteer their time to College pursuits;
- People living in residence including Residential Advisor's partners and visiting scholars.

8. POLICY OWNER

The Director of Shared Services is responsible for the development, compliance monitoring and review of this Policy and any associated procedures or guidelines.

9. REVIEW

The next scheduled Board review of this policy will be before 24 March 2027.

10. VERSION HISTORY

Version	Approved By
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GUIDELINES FOR VISITING SCHOLARS/VISITORS IN RESIDENCE

Visiting scholars or visitors in residence (including partners of residential advisors) must complete a Child Safe Induction to ensure they understand the College's commitment to providing a child safe environment to all our students (including those under the age of 18) and the expectations of visitors living on campus.