‘MACS Care’

“One Commitment, Many Contexts: Safeguarding Across Cultures’

Presented by

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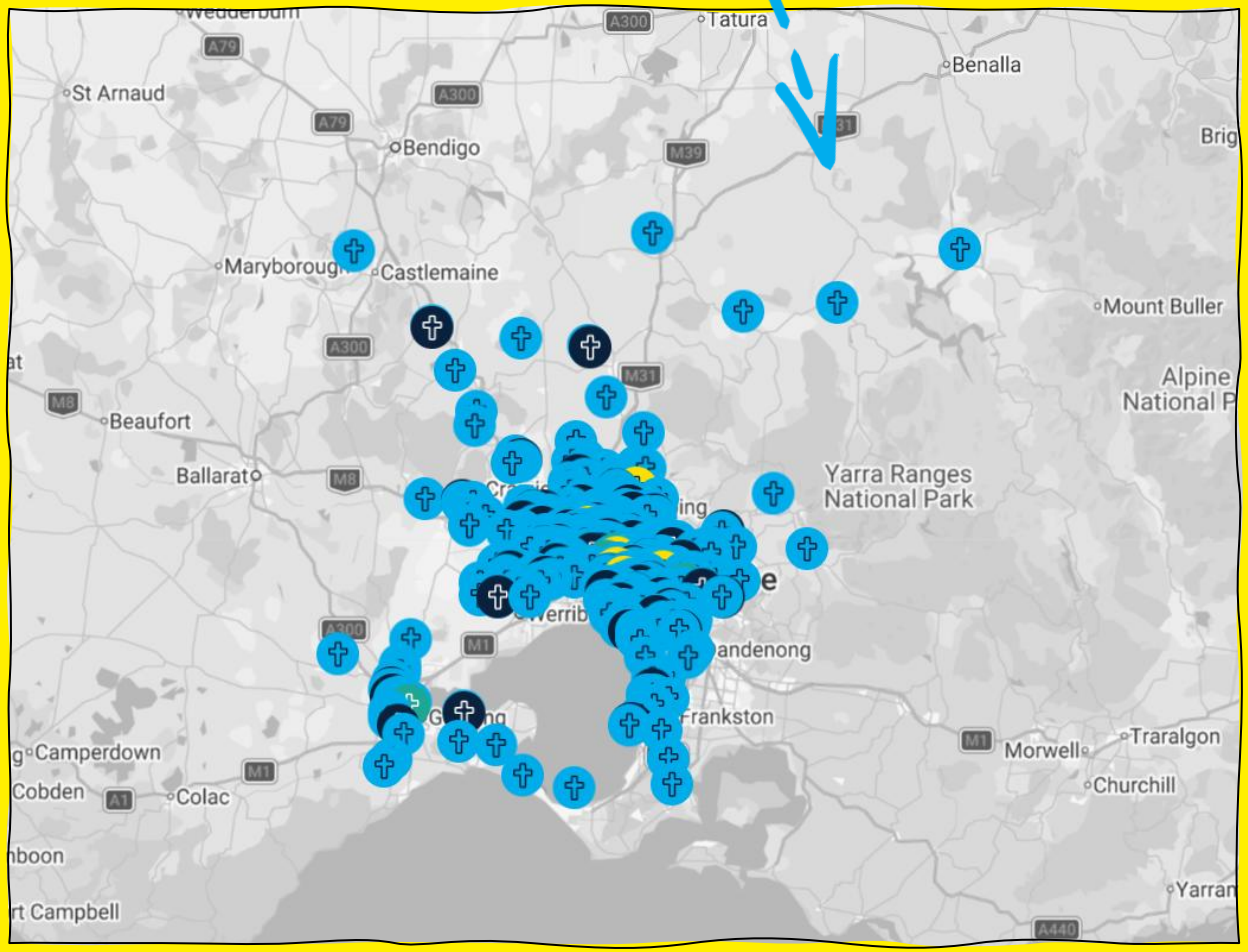
The schools we serve in the Archdiocese of Melbourne



Transparency:

We prioritise safeguarding through clear reporting pathways, staff training, and a transparent approach to managing concerns, ensuring accountability at every level.

Accountability:

Safeguarding is everyone’s responsibility at MACS, and we demonstrate this with clear processes, accountability at every level, and a commitment to act when concerns are raised.

Compliance:

We ensure compliance with safeguarding laws through strong governance, regular training, and oversight that supports timely and appropriate responses to any concerns.

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7 connected meeting places, representing the MACS learning programs

Additional meeting places (schools)

The colours are vibrant to represent the youth that the MACS network aims to educate and care for

Journey line at the top and bottom to represent MACS' commitment towards reconciliation

Naarm (Melbourne), the home base of MACS' operations

Artwork commissioned for MACS by Peek Whurrong woman and artist, ***Bayley Mifsud*** *of the Maar nation*

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Scan to view the MACS Care microsite!

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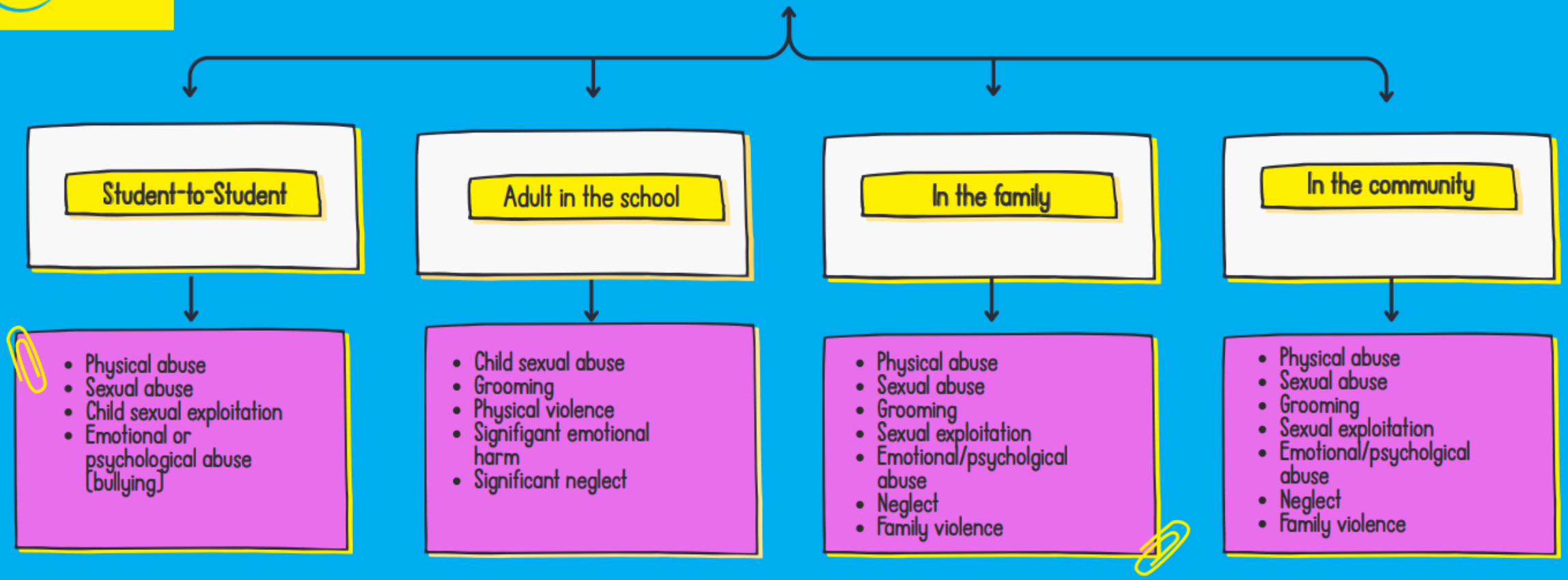
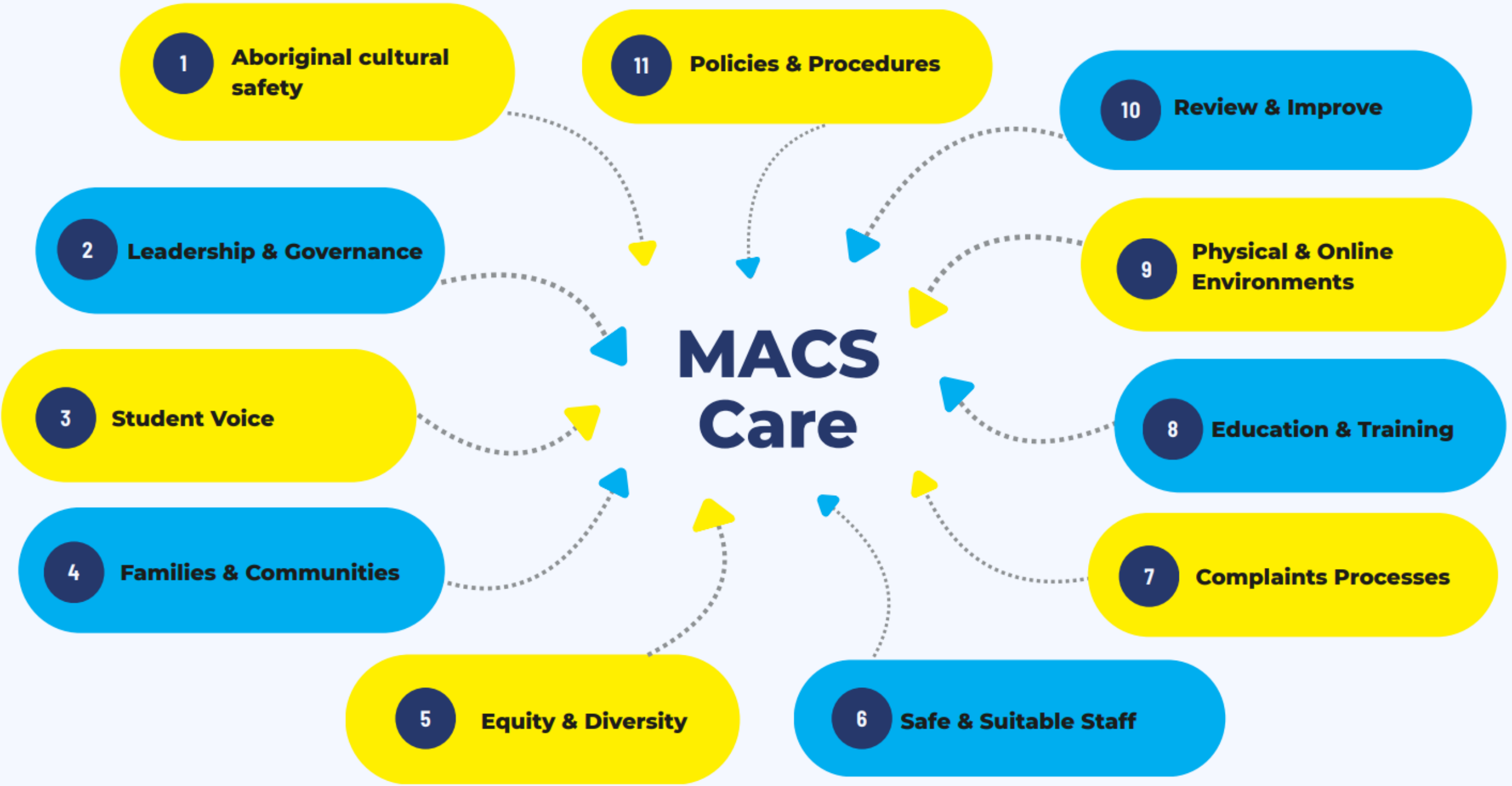
11 CHILD SAFE STANDARDS (PROTECT)



Mandatory Reporting Obligations


1 Aboriginal cultural safety
11 Policies & Procedures
10 Review & Improve
2 Leadership & Governance
9 Physical & Online Environments
MACS Care
3 Student Voice
8 Education & Training
4 Families & Communities
7 Complaints Processes
5 Equity & Diversity
6 Safe & Suitable Staff

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Parent/Carer Newsletter 6

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Working together for Child Safety

Child Safe Standard 6

"People working with children and young people are suitable and supported to reflect child safety and wellbeing values in practice"

As Catholic educators, we have a moral, mission-driven and legal responsibility to uphold and actively promote the wellbeing and safety of every student entrusted in our care. Our commitment to the protection of students involves ensuring families and community members actively participate in promoting and upholding child safety and wellbeing. Our Catholic communities develop, review and uphold robust systems, processes, and policies that support staff and volunteers to act with professionalism, integrity, and care; ensuring child safety and wellbeing are embedded in all aspects of school life.

This newsletter series provides an overview of what the Child Safe Standards are, how they are designed to help keep children and young people safe and what school governed by Melbourne Archdiocese Catholic Schools (MACS) are doing to prioritise and achieve this.

Why is it important that all adults who work with children are suitable and supported?

Everyone who works with or around children has a responsibility to act with integrity, care, and accountability. When staff, volunteers, leaders, and contractors are suitable, supported, and well-informed about child safety, **children feel safe, valued, and able to thrive**.

Schools can uphold high standards of safety and wellbeing when all adults understand their roles, follow clear expectations, and receive ongoing guidance and supervision. This shared responsibility ensures that children experience **consistent, safe, and respectful interactions every day**.

Child Safe Standard 6

Child Safe Standard 6 reminds us that everyone who works with children has a responsibility to act with integrity, care, and trustworthiness.

As 1 Corinthians 4:2 teaches, "Now it is required that those who have been given a trust must prove faithful." This scripture highlights that safeguarding children is a sacred trust, and we are called to be faithful stewards of their wellbeing.

By ensuring that all staff, volunteers, and leaders are suitable, supported, and accountable, the standard helps us live out this trust every day, creating a safe, nurturing environment where children can thrive.

Child Safe Standard 6 focuses on ensuring that adults are carefully selected, appropriately trained, and are supported to maintain high standards of child safety. It recognises that safeguarding is not just about rules, but about everyday behaviours, professional conduct, and living out our shared responsibility to protect children.

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Child Safe Standard 6

People working with children and young people are suitable and supported to reflect child safety and wellbeing values in practice.

"Now it is required that those who have been given a trust must prove faithful."

1 Corinthians 4:2

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Play your part visit: care.macs.vic.edu.au

Reviewed: February 2026

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Scenarios: Child Safe Standard 1

Organisations establish a culturally safe environment in which the diverse and unique identities and experiences of Aboriginal children and young people are respected and valued

Note: The term 'Aboriginal' includes Aboriginal and Torres Strait Islander peoples. It is important to be respectful of how individual children, students, their families and community refer to themselves, and use appropriate language when referring to individuals or communities

MACS POLICIES/RESOURCES to consider:

- Child Safety and Wellbeing policy school contextualised
- Child Safety and Wellbeing Procedures
- PROTECT Policies/Procedures
- Staff Code of Conduct
- Student Code of Conduct
- Behaviour Management Policy
- Victorian Government Guidance on Racist Bullying
- Training and resources available at the Koori Heritage Trust

SCENARIOS

1. A child hears peers on the playground make racist comments. The child doesn't know who to report this to, however does share the information with a friend who in turn shares this with the yard duty teacher.
2. A new parent notices that Aboriginal culture is only ever acknowledged during NAIDOC week. Other than this time, Aboriginal culture is not obvious to this parent and their family. The parent raises this with the classroom teacher.
3. A child is experiencing racist bullying while at school, there is a main perpetrator that staff are aware of. Staff are then made aware by a parent of a WhatsApp group chat that is encouraging this bullying.
4. Staff member observes that the family for a young boy who identifies as Aboriginal, don't typically respond to correspondence sent by the school or his teachers. When they do speak, they appear guarded and limited dialog exists.
5. A Year 9 Humanities Class is studying Australian history and Aboriginal perspectives are only included as a small and isolated component. An Aboriginal student expresses that the content feels tokenistic and does not reflect their identity or lived experience, but the teacher is unsure about how to respond and does not feel they can adjust the content.
6. During school assemblies the Acknowledgement of Country is delivered by students; sometimes it is very rushed and students struggle with pronunciation. Many students question its importance and there is no education provided about the meaning or significance.

QUESTIONS TO DISCUSS/CONSIDER

- How does the school manage this scenario?
- What policies, procedures and/or process do the school follow?
- Are parents engaged as part of the procedure and/or process?

BE SURE TO DOCUMENT ALL STEPS TAKEN BY THE SCHOOL

Reviewed: April 2026

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Child Safe Standard 7:

Processes for complaints and concerns are child focused.

"Speak up for those who cannot speak for themselves, ensure justice"

Proverbs 31:8

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Compliance Tool: Child Safe Standard 4

Families and communities are informed and involved in promoting child safety and wellbeing.

CHILD SAFE STANDARD 4 – FAMILY ENGAGEMENT	MACS resources	Evidence in the school	Checked	Date
Families and communities are informed and involved in promoting child safety and wellbeing.	✓ Child Safety and Wellbeing Policy ✓ Child Safety and Wellbeing Procedures ✓ Engaging Families in Child Safety Procedures ✓ Parent Code of Conduct ✓ ICT Acceptable Use Policy ✓ Enrolment Policy	**Evidence:** • Child Safety and Wellbeing Policy & Procedures and Child Safety Code of Conduct is published on the school website • Monthly updates on child safety and wellbeing are published in school newsletter and on school website • Clear, multilingual or accessible versions of complaints processes are accessible by all families • Parent or School Advisory Council involvement in child safety discussions (e.g., regular meeting agendas showing discussion of child safety) • Attendance sheets for information sessions held for families (e.g. cyber safety) • Evidence the school ensures that families take part in decisions which affect their child such	☐	Click or tap to enter a date.

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Fact Sheet & FAQs

Child Safe Standard 8

'Staff and volunteers are equipped with the knowledge, skills and awareness to keep children and young people safe through ongoing education and training.'

As Catholic educators, we have a moral, mission-driven and legal responsibility to uphold and actively promote the wellbeing and safety of every student entrusted in our care. This responsibility is lived out not only through policies and procedures, but through the knowledge, skills, and awareness of the adults who work with children every day.

Our commitment to child safety includes ensuring that staff and volunteers receive ongoing education and training that equips them to recognise indicators of harm, respond appropriately to child safety and wellbeing concerns, support colleagues, and build culturally safe environments for all children and young people.

Grounded in our Catholic mission, this standard reflects our call to act with wisdom, care, and responsibility. When staff and volunteers are well informed, confident, and supported through continuous learning, child safety and wellbeing are strengthened across all aspects of school life.

Why CSS 8 matters?

Children and young people are safest when the adults around them understand how to recognise risk, respond effectively to concerns, and create environments that promote safety, respect, and inclusion. Child Safe Standard 8 recognises that safeguarding is not static, it requires **ongoing** learning, reflection, and skill development.

Education and training ensure that staff and volunteers remain informed about evolving risks, legislative obligations, and best practice in child safety and wellbeing. When learning is regular, role-appropriate, and well supported, schools are better equipped to respond early, act consistently, and protect children from harm.
In our Catholic context, this standard reflects our responsibility to grow in wisdom and strength so that we can care for children with competence, compassion, and integrity.

CSS 8 is the capability engine of all the standards; without strong, resourced and determined commitment to CSS 8, none of the other standards will operate effectively in practice.

The Impact

When staff and volunteers are equipped through ongoing education and training, children and young people:

- Are better protected because adults can recognise early indicators of harm or risk
- Experience timely, appropriate, and consistent responses to safety and wellbeing concerns
- Benefit from culturally safe and inclusive environments where they feel respected and understood
- Are supported by adults who feel confident in their roles and responsibilities
- Learn and flourish in school communities where safeguarding is embedded in everyday practice

When schools commit to ongoing education and training for staff and volunteers, they strengthen the collective capacity of the community to safeguard children. This shared learning reflects our call to act with wisdom and responsibly, builds confidence across all roles, and ensures that child safety and wellbeing remain central, responsive, and embedded in daily practice.

Reviewed: March 2026

The following templates are available for download to assist with Child Safe Standard 5.

PowerPoint

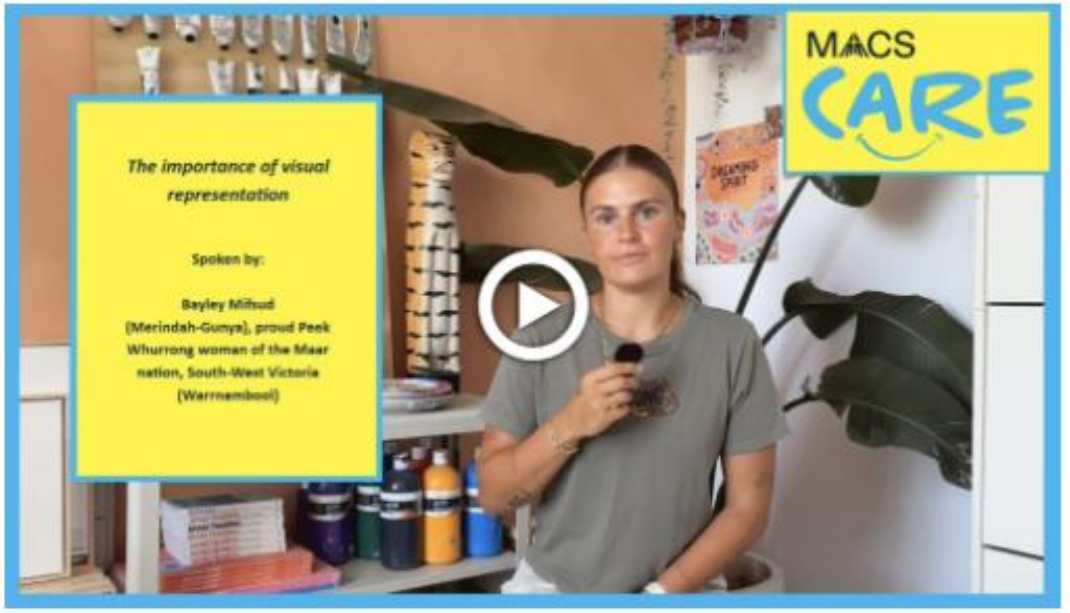
Standard 5 Poster

Fact Sheet/FAQs

Newsletter

Compliance Tool

Scenarios



The importance of visual representation

"In Hope there is desire of good things to come, and God's word helps us find reason for hope."

Dr Ed Simons
Principal Forum Oct 2024

Join the community

1. Create your very own 'MACS Care' mascot.
2. Print, cut and fold.
3. Place on a shelf, desk or your computer.
4. Spread the word.

Download

Let’s connect!

Scan to explore the MACS Care microsite!

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