



Purpose:	The purpose of this strategy is to eliminate and minimise risk to student safety to ensure the safety and wellbeing of all students.		
Scope:	Students and employees, including full-time, part-time, permanent, fixed-term and casual employees, as well as contractors, volunteers and people undertaking work experience or vocational placements at Westside Christian College.		
Status:	Approved	Version	1.1
Drafted by	Matthew Teale HRC Manager	Supersedes:	CompliSpace <i>Child Protection Risk Management</i>
Authorised by:	Darren Oliver Board Chairman	Date of Authorisation:	23 April 2024
References:	Legislation		Other supporting documents
	<ul style="list-style-type: none"> • Working with Children (Risk Management and Screening) Act 2000 (Qld) • Working with Children (Risk Management and Screening) Regulation 2020 (Qld) • Child Protection Act 1999 (Qld) • Education (Accreditation of Non-State Schools) Act 2017 (Qld) • Education (Accreditation of Non-State Schools) Regulation 2017 (Qld) • Education (General Provisions) Act 2006 (Qld) • Education (General Provisions) Regulation 2017 (Qld) • Education Services for Overseas Students (ESOS) Act 2000 (Cth) • Education (Overseas Students) Regulation 2018 (Qld) • Education (Queensland College of Teachers) Act 2005 (Qld) • Education and Care Services National Law (Queensland) • Education and Care Services National Regulations • Criminal Code Act 1899 (Qld) 		<ul style="list-style-type: none"> • Blue Card Services Child and Youth Risk Management Strategy Toolkit • Restricted Person Declaration Form • the College Blue Card Register • the College Child Protection Policy and Procedures • the College Complaints Handling Policy and Procedures • the College Employee Code of Conduct • the College Restricted Person Declaration Form • the College Risk Management Framework
Review Date:	Annually	Next Review	August 2024

Policy Owner:	School Governing Body		
Revision/Modification History			
Date	Version	Summary	Policy/Procedure
23 April 2024	1.1	Added 'or Board member' to Appendix one first two rows to reflect the Child Protection policy.	Child Protection Policy and Procedure

1.0 Statement of Commitment

Westside Christian College ('the **College**') is committed to taking all reasonable steps to promote the safety and wellbeing of students enrolled at the school and their protection from foreseeable harm.¹ In practice, the College is committed to acting in accordance with the *Working with Children (Risk Management and Screening) Act 2000* (Qld) ("the **Act**") to promote the safety and wellbeing of students means that it will implement the measures outlined in points below.

2.0 Code of Conduct

The College has a Code of Conduct which outlines behavioural expectations for all employees, volunteers and contractors.

With specific regard to student safety, the College expects employees to conduct themselves as follows:

School employees are expected to always behave in ways that promote the safety, welfare and well-being of our students. Employees must actively seek to prevent harm to students, and to support those who have been harmed.

Specific responsibilities include:

- Employees should avoid situations where they are alone in an enclosed space with a student.
- When physical contact with a student is a necessary part of the teaching/learning experience, employees must exercise caution to ensure that the contact is appropriate and acceptable. Employees must always advise the student of what they intend doing and seek their consent.
- Employees must not develop a relationship with any student that is, or that can be interpreted as having a personal rather than a professional interest in a student.
- Employees must not have a romantic or sexual relationship with a student.

This commitment is evidence of the College's fulfilment of the requirements of Schedule 1 s.2(2).

3.0 Recruitment, Selection, Training and Management Procedures

The College is committed to recruiting, selecting, training and managing employees in such a way that limits risks to students. In particular, the College will:

- Ensure that its recruitment and selection procedures act to reduce the risk of harm to children from employees via:
 - Accurate position descriptions, including whether the successful applicant must be a teacher registered with the Queensland College of Teachers (who has been subject to

¹ *Working with Children (Risk Management and Screening) Regulation 2020* (Qld) sch 1 s.2(1)

relevant police and other safety checks), whether a Blue Card is necessary for the successful applicant, the responsibilities and supervision associated with the position, the nature and environment of the service provided to students, and the experience and qualifications required by the successful applicant

- Advertising the position with a clear statement about the school's commitment to safe and supportive work practices and identifying that candidates will be subject to a teacher registration check or Blue Card screening, a police check, referee checks, identification verification and the requirement to disclose any information relevant to the candidates' eligibility to engage in activities including children and young people
- A selection process that includes assessing the application via an interview process and referee and other checks (as identified above) based on the accurate position description
- A probationary period of employment, which allows the school to further assess the suitability of the new employee and to act as a check on the selection process.
- Ensure that its training and management procedures act to reduce the risk of harm to students from employees via:
 - Management processes that are consistent, fair and supportive
 - Performance management processes to help employees to improve their performance in a positive manner
 - Supportive processes for staff when they are experiencing challenges, such as mentoring, mediation, conflict resolution, coaching, additional training, and external support and counselling services
 - Training new and existing staff on an ongoing basis to enhance skills and knowledge and to reduce exposure to risks, as follows:
 - the school's policies and procedures
 - identifying, assessing and minimising risks to students
 - handling a disclosure or suspicion of harm to a child
 - Keeping a record of the training provided to employees.

This commitment is evidence of the College's fulfilment of the requirements of Schedule 1 s.2(3).

4.0 Handling Disclosures or Suspicions of Harm

Any of the types of concerns or reports below should be reported and managed under the College's Child Protection Policy and Procedure, as follows:

- all staff with concerns about sexual abuse or likely sexual abuse or a child sexual offence committed by an adult
- teachers, nurses and early childhood education and care professionals with concerns of sexual or physical abuse
- all staff who have received a report of inappropriate behaviour by another staff member.

To report any type of harm, all staff members should use the Report of Suspected Harm or Sexual Abuse Form in the College's Child Protection Policy.

Furthermore, and in accordance with section 76 of the *Education (Queensland College of Teachers) Act 2005*, the Principal of the College will report to the Queensland College of Teachers any investigations into allegations of harm caused, or likely to be caused, to a student because of the conduct of a relevant teacher at the school.

Any report made under this section or the College's Child Protection Policy will fulfil the reporting obligations of all adults under the *Criminal Code Act 1899*.

This commitment is evidence of the College's fulfilment of the requirements of Schedule 1 s.2(4).

5.0 Managing Breaches of this Child Risk Management Strategy

The College is committed to appropriately managing breaches of this Child Risk Management Strategy in accordance with its other relevant policies as appropriate in the circumstances, such as its Child Protection Policy and Procedure, Employee Code of Conduct, Complaints Handling Policy and Procedures and Enterprise Bargaining Agreement, and this is evidence of fulfilment of the requirements of Schedule 1 s.2(5).

6.0 Implementing and Reviewing the Child Risk Management Strategy

This Strategy in its entirety and its related policies and procedures are evidence of fulfilment of the requirements of Schedule 1 s.2(6)(a) relating to implementation.

The introduction to this Child Risk Management Strategy and the "Compliance and Monitoring" section below state the College's commitment to reviewing the Strategy annually and are evidence of fulfilment of the requirements of the Schedule 1 s.2(6)(a) relating to review.

6.1 Blue Card Policies and Procedures

The College is committed to acting in accordance with chapters 7 and 8 of the Act relating to the screening of employees in such a way that limits risks to children. In particular, the College will:

- Require relevant prospective or current employees, volunteers, trainee students and school board members to have working with children authority, and check the validity and appropriateness of any currently held notices, in accordance with the College's position descriptions and the Act prior to the commencement of their engagement.
- Not allow a person to continue to work with children if their working with child authority is cancelled or suspended or a negative notice is received after a change of police information.
- Have all relevant prospective employees and volunteers engaging in Restricted Employment acknowledge and sign a [Restricted Person Declaration Form](#) declaring they are not a restricted person prior to commencing their engagement.
- Not allow a person relying on an exemption to continue to work with children if they become a restricted person.
- Link and unlink individuals as they commence and conclude their engagement with the school.
- Appoint a school contact person who will be responsible for managing the working with child screening process and all related documentation and records.
- Keep written records of all the above actions, decisions and outcomes, including the dates of expiry for working with children authority.
- Ensure that all information in relation to working with children authority is kept confidential.
- Act to remind employees to keep their working with children authority up to date and apply for a renewal prior to expiry.
- Take appropriate action if an employee, volunteer, trainee student or school board member fails to submit a renewal application prior to their working with children authority expiring.

This commitment is evidence of the College's fulfilment of the requirements of Schedule 1 s.2(6)(b).

7.0 High Risk Management Plans

The College is committed to identifying risks, assessing risks, eliminating and minimising risks and the monitoring of risk to the safety of students on an ongoing basis. the College will utilise various risk management tools to assist it in this process and will keep appropriate records of decisions made and actions taken in relation to risks to students.

This commitment is evidence of the College's fulfilment of the requirements of Schedule 1 s.2(7).

8.0 Strategies of Communication and Support

The College's commitment to making this Child Risk Management Strategy available to students, parents and employees via its school internet site and Learning Management System (LMS) is evidence of fulfilment of the requirements of Schedule 1 s.2(8)(a).

The College is committed to training employees in relation to risks to students and will conduct this training regularly via annual training programs, informal updates at staff meetings and regular discussions between managers and their staff, and this is evidence of fulfilment of the requirements of Schedule 1 s.2(8)(b).

9.0 Responsibilities

The College is responsible for developing and implementing this Child Risk Management Strategy and related policies and procedures to ensure it fulfils its obligations.

All employees at the College are responsible for acting in compliance with this Child Risk Management Strategy and related policies and procedures.

10.0 Compliance and Monitoring

The College is committed to the annual review of this Strategy. The College will also record, monitor and report to the school board and (where appropriate) the Executive Team regarding any breaches of the Strategy.

In addition, the College is committed to other various compliance and monitoring arrangements made under relevant policies and procedures.

11.0 Related Documents

- the College Blue Card Register
- the College Child Protection Policy and Procedures
- the College Complaints Handling Policy and Procedures
- the College Employee Code of Conduct
- the College Restricted Person Declaration Form
- the College Risk Management Framework

Helpful Links

- Independent Schools Queensland's [Child Protection Decision Support Trees](#)
- Department of Children, Youth Justice and Multicultural Affairs [Child Protection Guide](#) resource
- [Blue Card Services resources](#)

Appendices

Appendix 1

Summary of Reporting Harm



Westside
Christian College
Achievement Belonging Care

Who reports	What abuse	Test	Report to	Legislation
All staff	Sexual	Awareness or a suspicion Sexually abused or likely to be sexually abused	Principal or Board member, through to police immediately	EGPA sections 366 and 366A
Teacher	Sexual and physical	Significant harm; and Parent may not be willing and able	Confer with Principal or Board member, report to Child Safety	CPA sections 13E and 13G
All staff	Physical, psychological, emotional, neglect, exploitation	Significant harm, and Parent may not be willing and able	Principal through to Child Safety	Accreditation Regulation section 16
All staff	Any	Not a level that is otherwise reportable to Child Safety, refer with consent	Principal, through to Family and Child Connect	CPA Sections 13B and 159M
Principal	Any	Not a level that is otherwise reportable to Child Safety, refer without consent	Family and Child Connect	CPA Sections 13B and 159M
Employing authority (Principal/Board)	Harm or likely harm due to the conduct of a teacher	When you start to deal with an allegation; and When you finish dealing with an allegation	Queensland College of Teachers	QCT sections 76 and 77
Any member of the public	Any	Significant harm, and Parent may not be willing and able to assist	Child Safety	CPA section 13A
Any adult	A child sexual offence against a child by an adult	Gains information that causes the adult to believe on reasonable grounds, or ought reasonably to cause the adult to believe, that a child sexual offence is being or has been committed and (b) at the relevant time, the child is or was— (i) under 16 years; or (ii) a person with an impairment of the mind.	Police	Criminal Code section 229BC

The Child Safety Regional Intake Service for Westside Christian College is South West (West Moreton), which is based in Ipswich and open from 9am to 5pm. The contact number for this service is 1800 316 855.

Outside of these hours, the Child Safety After Hours Service Centre can be contacted on phone (freecall) 1800 177 135.