



Child Risk Management Strategy

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.	
Status:	Approved	Supersedes: Previous
Authorised by:	Board Chair	Date of Authorisation: 5/2/2018
References:	<ul style="list-style-type: none"> • <u>Working with Children (Risk Management and Screening) Act 2000 (Qld)</u> • <u>Working with Children (Risk Management and Screening) Regulation 2020 (Qld)</u> • <u>Child Protection Act 1999 (Qld)</u> • <u>Education (Accreditation of Non-State Schools) Act 2017 (Qld)</u> • <u>Education (Accreditation of Non-State Schools) Regulation 2017 (Qld)</u> • <u>Education (General Provisions) Act 2006 (Qld)</u> • <u>Education (General Provisions) Regulation 2017 (Qld)</u> • <u>Education Services for Overseas Students (ESOS) Act 2000 (Cth)</u> • <u>Education (Overseas Students) Regulation 2018 (Qld)</u> • <u>Education (Queensland College of Teachers) Act 2005 (Qld)</u> • <u>Education and Care Services National Law (Queensland)</u> • <u>Education and Care Services National Regulations</u> • <u>Criminal Code Act 1899 (Qld)</u> • Blue Card Services <u>Child and Youth Risk Management Strategy Toolkit</u> • <u>Restricted Person Declaration Form</u> 	
Review Date:	Annually	Last Review Date: 20/11/2023 Next Review Date: 01/11/2024
Policy Owner:	School Governing Body	

1. Statement of Commitment

Redlands 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, Redlands College is committed to acting in accordance to 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 below in points.

2. Code of Conduct

At Redlands College we expect our 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 Redlands College’s fulfilment of the requirements of Schedule 1 s.2(2).

3. Recruitment, Selection, Training and Management Procedures

Redlands College is committed to recruiting, selecting, training and managing employees in such a way that limits risks to students. In particular, Redlands 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 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.
 - 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.

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

- 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.
 - An induction program which thoroughly addresses the school's policies and procedures, particularly its expectations regarding student risk management and to assist employees to understand their role in providing a safe and supportive environment for students.
 - 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.
 - Exit interviews to assist the school to identify broader issues of concern that may impact on the safety and wellbeing of students at the school.

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

4. Handling Disclosures or Suspicions of Harm

Any of the types of concerns or reports below should be reported and managed under the Redlands College Child Protection Policy 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 Appendix 2 of this document.

Staff members should also refer to the following Appendices to this document for further guidance:

- Appendix 3: Child Protection Decision Tree for Principals and Directors
- Appendix 4: Child Protection Decision Tree for Teaching Staff
- Appendix 5: Child Protection Decision Tree for Non-Teaching Staff

Furthermore, and in accordance with section 76 of the *Education (Queensland College of Teachers) Act 2005*, the Principal of Redlands 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 Redlands College Child Protection Policy will fulfill the reporting obligations of all adults under the *Criminal Code Act 1899*.

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

5. Managing Breaches of this Child Risk Management Strategy

Redlands 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, Employee Code of Conduct, Staff Grievance Policy and Enterprise Bargaining Agreement, and this is evidence of fulfilment of the requirements of Schedule 1 s.2(5).

6. 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 Redlands 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.

7. Blue Card Policies and Procedures

Redlands College's Blue Card Register is evidence of fulfilment of the requirements of Schedule 1 s.2(6)(b).

8. High Risk Management Plans

Redlands 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. Redlands 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 children.

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

9. Strategies of Communication and Support

Redlands College's commitment to making this Child Risk Management Strategy available to students, parents and employees via its employee handbook and school intranet site is evidence of fulfilment of the requirements of Schedule 1 s.2(8)(a).

Redlands College is committed to training employees in relation to risks to students and will conduct this training regularly via annual formal training events, 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).

Responsibilities

Redlands 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 Redlands College are responsible for acting in compliance with this Child Risk Management Strategy and related policies and procedures.

Compliance and Monitoring

Redlands College is committed to the annual review of this Strategy. Redlands College will also record, monitor and report to the College Board, the Executive Team and others as appropriate regarding any breaches of the Strategy.

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

Related Documents

- Redlands College Blue Card Register
- Redlands College Child Protection Policy
- Redlands College Complaints Handling Policy
- Redlands College Staff Code of Conduct
- Redlands College Dealing with Performance Conduct Issues Policy
- Redlands College Recruitment and Selection Policy
- Redlands 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
- Appendix 2: Child Protection Reporting Form
- Appendix 3: Child Protection Decision Tree for Principals and Directors
- Appendix 4: Child Protection Decision Tree for Teaching Staff
- Appendix 5: Child Protection Decision Tree for Non-Teaching Staff

Appendix 1

Summary of Reporting Harm

Who	What abuse	Test	Report to	Legislation
All staff	Sexual	Awareness or a suspicion Sexually abused or likely to be sexually abused	Principal OR a Director of the College's Governing Body, through to police immediately	EGPA sections 366 and 366A
Teacher	Sexual and physical	Significant harm; & Parent may not be willing and able	Confer with principal, report to Child Safety	CPA sections 13E and 13G
All staff	Physical, psychological, emotional, neglect, exploitation	Significant harm, & 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; & When you finish dealing with an allegation	Queensland College of Teachers	QCT sections 76 and 77
Any member of the public	Any	Significant harm & Parent may not be willing and able	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

Appendix 2



Private and Confidential

Child Protection Reporting Form

Date:
School:
School Phone:
School Email:

DETAILS OF STUDENT/CHILD HARMED OR AT RISK OF HARM/ABUSE:	
Legal Name:	Preferred Name:
DOB:	Sex Descriptor:
Year Level:	Cultural Background:
Primary language spoken:	
Aboriginal <input type="checkbox"/> Torres Strait Islander <input type="checkbox"/> Aboriginal and Torres Strait Islander <input type="checkbox"/>	
Does the student have a disability verified under EAP: Yes <input type="checkbox"/> No <input type="checkbox"/>	Disability Category:
Student's Residential Address:	Phone:
	Student's Personal Mobile:

FAMILY DETAILS	
Parent/caregiver 1:	Relationship to Student:
Address (if different from student):	
Phone: (H):	(W): (M):
Parent/caregiver 2:	Relationship to Student:
Address (if different from student):	
Phone: (H):	(W): (M):
Is the student in out of home care? Yes <input type="checkbox"/> No <input type="checkbox"/>	
Are there any Family Court or Domestic Violence orders in place? Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>	

PERSON ALLEGED TO HAVE CAUSED THE HARM OR ABUSE		
<input type="checkbox"/> Adult family member	<input type="checkbox"/> Child family member	<input type="checkbox"/> Other adult
<input type="checkbox"/> Student/other child	<input type="checkbox"/> Unknown	

PROVIDE ALL INFORMATION YOU HAVE WHICH LED TO THE SUSPICION OF HARM OR ABUSE (Attach extra pages if necessary).

Details of any harm and/or sexual abuse to the student – please include: Time and date of the incident; source of information; details of person alleged to have caused the harm or sexual abuse; physical appearance of any injury; immediate and ongoing safety concerns; any disclosures made by student; any previous incidents of harm; behavioural indicators of harm; presence of any medical needs or developmental delays; and if the information relates to an unborn child, the alleged risk to the unborn child.

Please indicate the identity of anyone else who may have information about the harm or abuse:

Additional information provided as an attachment YES ☐ NO ☐

Name of staff member making report to the Statutory Agency if not the Principal:

Signature:

Date:

Position:

Principal:

Signature:

Date:

Principal's email address:

Response requested by College:

ACTION TAKEN

Indicate which agencies the form was emailed to:

☐

Department of Children, Youth Justice and Multicultural Affairs (Child Safety Services) – South East
Ph: 1300 679 849 (Business Hours)
Ph: 1800 177 135 (After Hours)
seintake@communities.qld.gov.au

☐

Wynnum Policy – Child Protection Investigation Unit
Ph: 3308 8177
cpiu.wynnum@police.qld.gov.au

☐

Family and Child Connect

☐

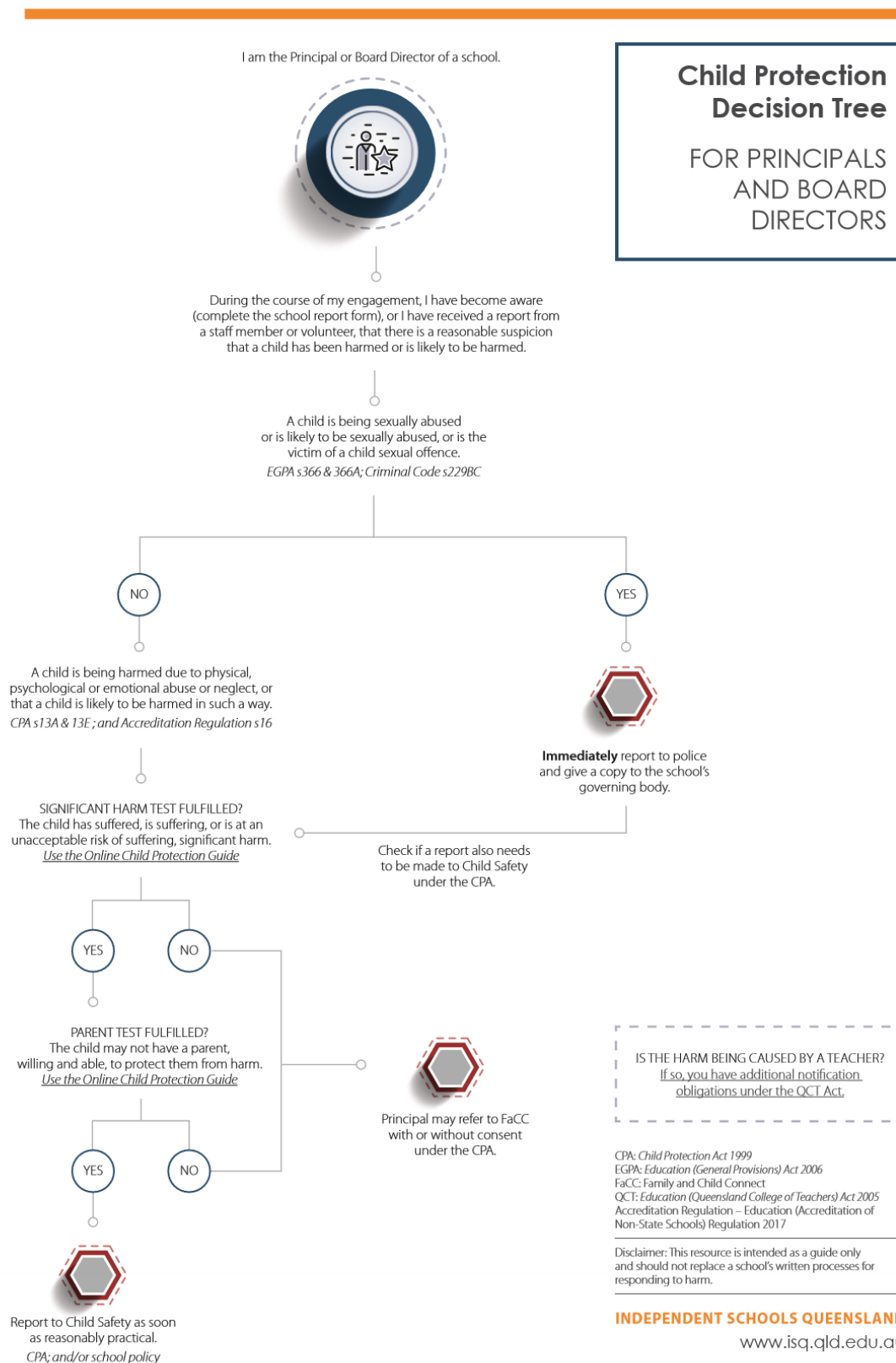
Queensland College of Teachers

Does not meet the threshold for reporting. Note any other action to be taken.

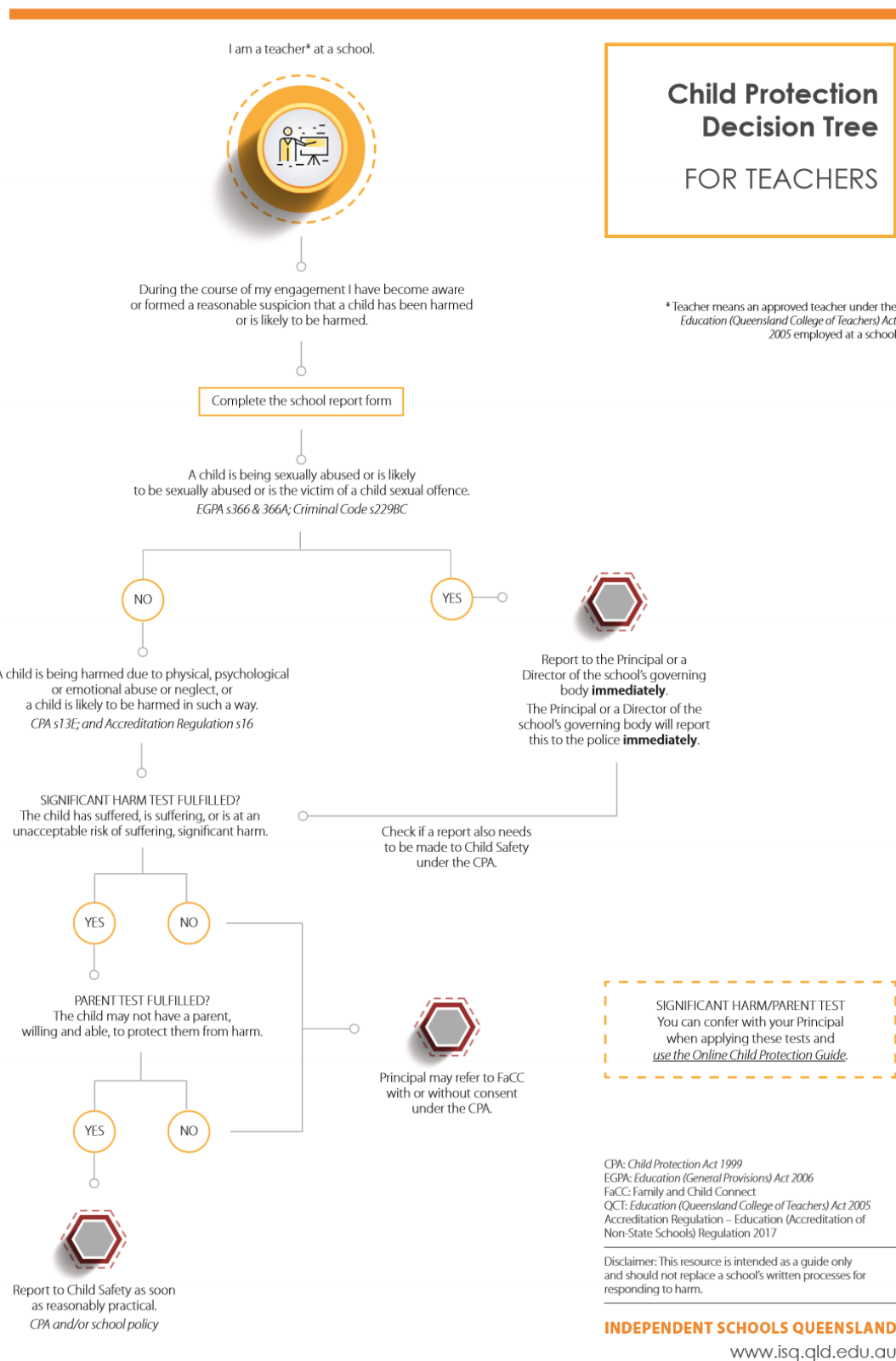
Confirm receipt of emailed form and ensure original is stored in a secure location along with any other documentation collected for the purpose of this report.

(Adapted from EQ SP-4 Report of Suspected Harm or Risk of Harm)

Appendix 3



Appendix 4



Appendix 5

I am a staff member at a school, other than a teacher*.



During the course of my engagement I have become aware or formed a reasonable suspicion that a child has been harmed or is likely to be harmed.

A student is being harmed, or is likely to be harmed due to:

Sexual abuse
Physical abuse
Psychological/emotional abuse
Neglect.

Or is the victim of a child sexual offence.

EGPA s366 & 366A; Criminal Code s229BC;
CPA s13A; and Accreditation Regulation s16

Complete the school report form



Immediately give the report to the Principal or a Director of the school's governing body.

If the report relates to sexual abuse or likely sexual abuse the Principal or a Director of the school's governing body will report this to the police immediately under the EGPA.

They will also assess if a report to Child Safety or a referral to FaCC is required, as soon as is reasonably practicable, under the CPA and/or School Policy.

Child Protection Decision Tree

FOR
NON-TEACHING
STAFF

* Teacher means an approved teacher under the *Education (Queensland College of Teachers) Act 2005* employed at a school

CPA: Child Protection Act 1999
EGPA: Education (General Provisions) Act 2006
FaCC: Family and Child Connect
QCT: Education (Queensland College of Teachers) Act 2005
Accreditation Regulation – Education (Accreditation of Non-State Schools) Regulation 2017

Disclaimer: This resource is intended as a guide only and should not replace a school's written processes for responding to harm.

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