

Purpose:	The purpose of this strategy is to eliminate and minimise risk to child 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 Policy
Authorised by:	Board Chair	Date of Authorisation: August 2021
References:	<ul style="list-style-type: none"> • <u><i>Working with Children (Risk Management and Screening) Act 2000 (Qld)</i></u> • <u><i>Working with Children (Risk Management and Screening) Regulation 2020 (Qld)</i></u> • <u><i>Child Protection Act 1999 (Qld)</i></u> • <u><i>Education (Accreditation of Non-State Schools) Act 2017 (Qld)</i></u> • <u><i>Education (Accreditation of Non-State Schools) Regulation 2017 (Qld)</i></u> • <u><i>Education (General Provisions) Act 2006 (Qld)</i></u> • <u><i>Education (General Provisions) Regulation 2017 (Qld)</i></u> • <u><i>Education Services for Overseas Students (ESOS) Act 2000 (Cth)</i></u> • <u><i>Education (Overseas Students) Regulation 1998 (Qld)</i></u> • <u><i>Education (Queensland College of Teachers) Act 2005 (Qld)</i></u> • <u><i>Education and Care Services National Law (Queensland)</i></u> • <u><i>Education and Care Services National Regulations</i></u> • <u><i>Child and Youth Risk Management Strategy Toolkit</i></u> 	
Review Date:	Annually	Next Review Date: August 2022
Policy Owner:	School Board	

Policy Statement and a Statement about Commitment

Noosa Pengari Steiner School 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

Implementation

In practice, Noosa Pengari Steiner School's commitment 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 it will implement the measures outlined below in points 1 - 8.

1. Code of Conduct

At Noosa Pengari Steiner School we expect our employees to conduct themselves as follows:

School employees are expected to always behave in ways which 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 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 Noosa Pengari Steiner School's fulfilment of the requirements of the Regulations S3(1)(b).

2. Recruitment, Selection, Training and Management Procedures

Noosa Pengari Steiner School is committed to recruiting, selecting, training and managing employees in such a way that limits risks to students. In particular, Noosa Pengari Steiner School will:

- Ensure its recruitment and selection procedures act to reduce the risk of harm to students 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

¹ *Working with Children (Risk Management and Screening) Regulation 2020* (Qld) Reg.3

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
- 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 children 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 welling of children at the school

This commitment is evidence of Noosa Pengari Steiner School's fulfilment of the requirements of the Regulations S3(1)(c).

3. Handling Disclosures or Suspicions of Harm

Any of the types of concerns or reports below should be reported and managed under the Noosa Pengari Steiner School Child Protection Policy and the Child Protection Procedure, as follows:

- All staff with concerns about sexual abuse or likely sexual abuse
- Teachers 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.

Furthermore, and in accordance with section 76 of the *Education (Queensland College of Teachers) Act 2005*, the Principal of Noosa Pengari Steiner School 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.

This commitment is evidence of Noosa Pengari Steiner School's fulfilment of the requirements of the Regulations S3(1)(d).

4. Managing Breaches of this Child Risk Management Strategy

Noosa Pengari Steiner School 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*, *Dispute Resolution Policy and Procedures* and *Enterprise Bargaining Agreement or equivalent*, and this is evidence of fulfilment of the requirements of the Regulations S3(1)(e).

5. 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 the Regulations S3(1)(f)(i) of relating to implementation.

The introduction to this Child Risk Management Strategy and the “Compliance and Monitoring” section below state Noosa Pengari Steiner School’s commitment to reviewing the Strategy annually and are evidence of fulfilment of the requirements of the Regulation S3(1)(f)(i) relating to review.

6. Blue Card Policies and Procedures

Noosa Pengari Steiner School is committed to acting in accordance with chapter 8 of the Act relating to the screening of employees in such a way that limits risks to children. In particular, Noosa Pengari Steiner School will:

- Require relevant perspective or current employees, volunteers, trainee students and school board members to apply for a Blue Card or Exemption Notice, and check the validity and appropriateness of any currently held notices as appropriate, in accordance with Noosa Pengari Steiner School’s position descriptions and the Act
- Complete an *Authorisation to confirm a valid card* application when necessary
- Submit a *Change in police notification* form when notified by employee that such a change has occurred
- Not allow a person to continue to work with children if their Blue Card or Exemption Notice is cancelled or suspended or a negative notice is received after a change of police information
- Submit a *No longer with organisation* form when appropriate
- Appoint a school contact person who will be responsible for managing the screening process and all related documentation and records
- Keep written records of all the above actions, decisions and outcomes, including the dates of expiry of Blue Cards and Exemption Notices
- Ensure that all information in relation to Blue Cards and Exemption Notices is kept confidential
- Act to remind employees to keep their Blue Card or Exemption Notice up to date

This commitment is evidence of Noosa Pengari Steiner School’s fulfilment of the requirements of the Regulation S3(1)(f)(ii).

7. High Risk Management Plans

Noosa Pengari Steiner School’s Risk Management Framework is evidence of fulfilment of the requirements of the Regulation S3(1)(g).

8. Strategies of Communication and Support

Noosa Pengari Steiner School's commitment to making this Child Risk Management Strategy available to students, parents and employees via its website and school portal is evidence of fulfilment of the requirements of the Regulation S3(1)(h)(i).

Noosa Pengari Steiner School 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 the Regulation S3(1)(h)(ii).

Responsibilities

Noosa Pengari Steiner School 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 Noosa Pengari Steiner School are responsible for acting in compliance with this Child Risk Management Strategy and related policies and procedures.

Compliance and Monitoring

Noosa Pengari Steiner School is committed to the annual review of this Strategy. Noosa Pengari Steiner School will also record, monitor and report to the school board, and others as appropriate at your school regarding any breaches of the Strategy.

In addition, Noosa Pengari Steiner School is committed to other various compliance and monitoring arrangements made under relevant policies and procedures.

Related Documents

- Noosa Pengari Steiner School Child Protection Policy
- Noosa Pengari Steiner School Dispute Resolution Policy
- Noosa Pengari Steiner School Blue Card Register
- Noosa Pengari Steiner School Risk Management Framework
- Noosa Pengari Steiner School Child Protection Procedures
- Noosa Pengari Steiner School Dispute Resolution Procedures
- Noosa Pengari Steiner School Staff Code of Conduct
- Noosa Pengari Steiner School Recruitment Policy
- Noosa Pengari Steiner School Professional Learning Policy
- Noosa Pengari Steiner School Performance Management System
- Noosa Pengari Steiner School Blue Card Policy

Helpful Links

- Independent Schools Queensland's [Child Protection Decision Support Trees](#)
- Department of Communities, Child Safety and Disability Services' [Child Protection Guide](#) resource

Appendices

- Appendix 1 - Summary of Reporting Harm
- Appendix 2 – Report of Suspected Harm or Sexual Abuse Form

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, through to police	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 Regulations 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
Any member of the public	Any	Significant harm Parent may not be willing and able	Child Safety	CPA section 13A

Appendix 2

Private and Confidential Report of Suspected Harm or Sexual Abuse

Date:
School:
School Phone:
School Email and/or Fax:

DETAILS OF STUDENT/CHILD HARMED OR AT RISK OF HARM/ABUSE:	
Legal Name:	Preferred Name:
DOB:	Gender:
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; location 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 if not the Principal:

Position:	Signature:	Date:
Principal:	Signature:	Date:

Principal's email address:

Response requested by school:

ACTION TAKEN		
Form was faxed or emailed to (please tick which agencies the form was sent to):	<input type="checkbox"/>	Queensland Police Services (QPS)
	<input type="checkbox"/>	Department of Communities (Child Safety Services)
	<input type="checkbox"/>	Family and Child Connect

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

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