

## CHILD PROTECTION RISK MANAGEMENT STRATEGY

### 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 staff, including full-time, part-time, permanent, fixed-term and casual staff, as well as contractors, volunteers and people undertaking work experience or vocational placements.

### REFERENCES

- [Working with Children \(Risk Management and Screening\) Act 2000 \(Qld\)](#)
- [Working with Children \(Risk Management and Screening\) Regulation 2011 \(Qld\)](#)
- [Child Protection Act 1999 \(Qld\)](#)
- [Education \(Accreditation of Non-State Schools\) Act 2001 \(Qld\)](#)
- [Education \(Accreditation of Non-State Schools\) Regulation 2001 \(Qld\)](#)
- [Education \(General Provisions\) Act 2006 \(Qld\)](#)
- [Education \(General Provisions\) Regulation 2006 \(Qld\)](#)
- [Education Services for Overseas Students \(ESOS\) Act 2000 \(Cth\)](#)
- [Education \(Overseas Students\) Regulation 1998 \(Qld\)](#)
- [Education \(Queensland College of Teachers\) Act 2005 \(Qld\)](#)
- [Education and Care Services National Law \(Queensland\) Act 2011 \(Qld\)](#)
- [Education and Care Services National Regulation 2011 \(Qld\)](#)
- [Child and Youth Risk Management Strategy Toolkit](#)

### COMMITMENT

Hillcrest Christian College is committed to the safety and wellbeing of students enrolled at the College. In accordance with sections 171 and 172 of the *Working with Children (Risk Management and Screening) Act 2000 (Qld)*, Hillcrest Christian College is dedicated to eliminating and minimising risks to child safety through this Strategy which includes and refers to various other policies and procedures to effectively ensure the safety and wellbeing of children in the College's care.

This Child Risk Management Strategy is evidence of Hillcrest Christian College's commitment to the safety and wellbeing of children and the protection of children from harm in fulfilment of the requirements of section 3(1)(a) of the *Working with Children (Risk Management and Screening) Regulation 2011 (Qld)*.

### IMPLEMENTATION

In practice, Hillcrest Christian College's commitment to acting in accordance to the *Working with Children (Risk Management and Screening) Act ("the Act")* to ensure the safety and wellbeing of students means that it will implement the measures outlined below in points 1 - 8.

#### 1. Code of Conduct

At Hillcrest Christian College our staff are expected to always behave in ways that promote the safety, welfare and well-being of children and young people. They must actively seek to prevent harm to children and young people, and to support those who have been harmed.

Specific responsibilities:

- Staff 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, staff must exercise caution to ensure that the contact is appropriate and acceptable. Staff must always advise the student of what they intend doing and seek their consent.
- Staff 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.
- Staff must not have a romantic or sexual relationship with a student.

This commitment together with Hillcrest Christian College's Staff Code of Conduct policy is evidence of Hillcrest Christian College's fulfilment of the requirements of section 3(1)(b) of the Regulation.

#### 2. Recruitment, Selection, Training and Management Procedures

Hillcrest Christian College's recruitment, selection, training and management procedures are evidence of a fulfilment of the requirements of section 3(1)(c) of the Regulation. Hillcrest Christian College is committed to recruiting, selecting, training and managing staff in such a way that limits risks to children. In particular, Hillcrest Christian College will:

- Ensure that its recruitment and selection procedures act to reduce the risk of harm to children from staff via:
  - a. 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 children, and the experience and qualifications required by the successful applicant
  - b. 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 young people
  - c. 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
  - d. A probationary period of employment, which allows the College 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 staff via:
  - a. Management processes that are consistent, fair and supportive
  - b. Performance management processes to help staff to improve their performance in a positive manner
  - c. Supportive processes for staff when they are experiencing challenges, such as mentoring, mediation, conflict resolution, coaching, additional training, and external support and counselling services

- d. An induction program which thoroughly addresses the College's policies and procedures, particularly its expectations regarding child risk management and to assist staff to understand their role in providing a safe and supportive environment for children
- e. Training new and existing staff on an ongoing basis to enhance skills and knowledge and to reduce exposure to risks, as follows:
  - The College's policies and procedures
  - Identifying, assessing and minimising risks to children
  - Handling a disclosure or suspicion of harm to a child
- f. Keeping a record of the training provided to staff
- g. Exit interviews to assist the College to identify broader issues of concern that may impact on the safety and wellbeing of children at the College

This commitment is evidence of Hillcrest Christian College's fulfilment of the requirements of section 3(1)(c) of the Regulation.

### 3. Handling Disclosures or Suspicions of Harm

Any of the types of concerns or reports below should be reported and managed under the Hillcrest Christian College Child Protection Policy as follows:

- All staff with concerns about sexual abuse or likely sexual abuse;
- Teachers with concerns of sexual or physical abuse; and
- All staff who have received a report of inappropriate behaviour by another staff member.

In accordance with the *Child Protection Act 1999*, if a staff member, teaching or non-teaching, is aware or reasonably suspects harm has been caused to a student under 18 years and the harm has not been reported under the Child Protection Policy, the staff member must report the harm to the College's Principal. The types of harm reported may include emotional or psychological abuse or neglect or sexual exploitation.

If the Principal is aware or reasonably suspects the harm has been caused and that the student is in need of protection, the Principal must report the harm or suspected harm to the Chief Executive of the Department of Communities, Child Safety and Disability Services (or other department administering the *Child Protection Act 1999*). In assessing whether a student is in need of protection, the Principal will consider the "Significant Harm Test" and the "Parent Willing and Able Test" as detailed in the Hillcrest Christian College Child Protection Policy, as well as utilise the Department of Communities, Child Safety and Disability Services' Child Protection Guide resource.

Please refer to Hillcrest Christian College Child Protection Policy as well as to Independent Schools Queensland's Child Protection Decision Support Trees for information of the process for reporting all types of harm, including sexual abuse.

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 Strategy.

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

This commitment is evidence of Hillcrest Christian College's fulfilment of the requirements of section 3(1)(d) of the Regulation.

#### 4. Managing Breaches of this Child Risk Management Strategy

Hillcrest Christian 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, Staff Code of Conduct, Dispute Resolution Policy and Procedures and Enterprise Bargaining Agreement, and this is evidence of fulfilment of the requirements of section 3(1)(e) of the Regulation.

#### 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 section 3(1)(f)(i) of the Regulations relating to implementation.

The introduction to this Child Risk Management Strategy and the "Compliance and Monitoring" section below state Hillcrest Christian College's commitment to reviewing the Strategy annually and are evidence of fulfilment of the requirements of section 3(1)(f)(i) of the Regulation relating to review.

#### 6. Blue Card Policies and Procedures

Hillcrest Christian College is committed to acting in accordance with chapter 8 of the Act relating to the screening of staff in such a way that limits risks to children. In particular, Hillcrest Christian College will:

- Require relevant prospective or current staff, volunteers, trainee students and College 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 Hillcrest Christian College'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 College 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 staff to keep their Blue Card or Exemption Notice up to date

This commitment is evidence of Hillcrest Christian College's fulfilment of the requirements of section 3(1)(f)(ii) of the Regulation.

#### 7. High Risk Management Plans

Hillcrest Christian College is committed to identifying risks, assessing risks, eliminating and minimising risks and the monitoring of risk to the safety of children on an ongoing basis. Hillcrest Christian College will utilize 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 Hillcrest Christian College's fulfilment of the requirements of section 3(1)(g) of the Regulation.

#### 8. Strategies of Communication and Support

Hillcrest Christian College's commitment to making this Child Risk Management Strategy available to students, parents and staff via its Staff Intranet, College website and parent portal is evidence of fulfilment of the requirements of section 3(1)(h)(i) of the Regulation.

Hillcrest Christian College is committed to training staff in relation to risks to children 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 section 3(1)(h)(ii) of the Regulation.

#### 9. RESPONSIBILITIES

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

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

#### 10. COMPLIANCE AND MONITORING

Hillcrest Christian College is committed to the annual review of this strategy. Hillcrest Christian College's will also record, monitor and report to the College board, the Senior Executive Team regarding any breaches of this strategy. In addition, Hillcrest Christian College is committed to other various compliance and monitoring arrangements made under relevant policies and procedures.

#### RELATED DOCUMENTS

- Hillcrest Christian College Child Protection Policy
- Hillcrest Christian College Dispute Resolution Policy and Procedures
- Hillcrest Christian College Staff Code of Conduct
- Sexual Harrassment Policy
- Workplace Bullying Policy
- Anti-Discrimination Policy
- Privacy 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

*Policy Owner | College Board*

### Appendix 1

## Summary of Reporting Harm

Who	What abuse	Test	Report to	Legislation	Status
All staff	Sexual	Awareness or a reasonable suspicion Sexually abused or likely to be sexually abused	Principal, through to Police	EGPA, sections 366 and 366A	Unchanged
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	New
All staff	Physical, psychological, emotional, neglect, exploitation	Significant harm Parent may not be willing and able	Principal, through to Child Safety	Accreditation Regulations, section 10	Amended
All staff	Any	Not of a level that is otherwise reportable to Child Safety, refer with consent	Principal, through to Family and Child Connect	CPA, sections 13B and 159M	New
Principal	Any	Not of a level that is otherwise reportable to Child Safety, refer without consent	Family and Child Connect	CPA, sections 13B and 159M	New
Any member of the public	Any	Significant harm Parent may not be willing and able	Child Safety	CPA, section 13A	Unchanged

### Appendix 2 - Private and Confidential Report of Suspected Harm or Sexual Abuse

Date:
School:
School Phone:
School Fax:

DETAILS OF STUDENT/CHILD HARMED OR AT RISK OF HARM/ABUSE:	
Legal Name:	Preferred Name:
DOB:	Gender:
Year Level:	Cultural Background:
<input type="checkbox"/> Aboriginal <input type="checkbox"/> Torres Strait Islander <input type="checkbox"/> Aboriginal and Torres Strait Islander	
Does the student have a disability verified under EAP: <input type="checkbox"/> Yes <input type="checkbox"/> No	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: <input type="checkbox"/> Yes <input type="checkbox"/> No		

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	

*Continued on next page*

<b>PROVIDE ALL INFORMATION YOU HAVE WHICH LED TO THE SUSPICION OF HARM OR ABUSE</b> (Attach extra pages if necessary).	
<p><b>Details of any harm and/or sexual abuse to the student</b> – 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.</p>	
Please indicate the identity of anyone else who may have information about the harm or abuse	
Additional information provided as an attachment <input type="checkbox"/> YES <input type="checkbox"/> NO	

Name of staff member making report to the Statutory Agency if not the Principal: Position:	Signature:	Date:
	Principal:	Signature:
Principal's email address:		
Response requested by school:		

ACTION TAKEN		
Form was faxed or emailed to (please tick to which agencies the form was submitted):	<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.

**Appendix 3**  
**Hillcrest Christian College | Student Protection Officers**  
as at 1 January 2016

Hillcrest Christian College ('the College') has adopted the College's Child Protection Policy and Child Risk Management Strategy for Working with Children (Risk Management and Screening) Act 2000 (Qld). This policy and strategy provides written processes for how the College will respond to allegations of physical or sexual abuse, likely sexual abuse, harm or risk of harm of a student by another person or inappropriate behaviour of a staff member or volunteer to a student.

Allegations and / or concerns of this nature should be reported to any one of the following Student Protection Officers or to the Principal.

**AS APPOINTED BY** Mr Jeff Davis, Principal.

**Student Protection Officer | Junior Learning Community**

Mrs Camilla Balym  
Deputy Head of Junior Learning Community  
Ph: 07 5593 4226

**Student Protection Officer | Senior Learning Community**

Mr Peter Fernance  
Deputy Head of Senior Learning Community  
Ph: 07 5593 4226

**Whilst the staff members are required to follow the procedures as set out in these policies, this does not limit the freedom of any person to address complaints or concerns about the safety of students directly to:**

- Queensland Police Service or
- Department of Communities (Child Safety) Services

Please note: this form must be kept up to date and retained to meet legislative requirements.

Authorised Officer  
Mr Jeff Davis, Principal

.....  
Signature

.....  
Date