


# Child Risk Management Strategy



|   |                                   |
|---|-----------------------------------|
| Authorised by: Board Chair  | Date of Authorisation: 24/02/2021 |
| Name: Mike Millard  | Review Frequency: Annually        |
| Signed:  | Next Review Date: 24/02/2022      |

# Child Risk Management Strategy

## 1. Purpose

The purpose of this strategy is to eliminate and minimise risk to child safety and to ensure the safety and wellbeing of all students at Kimberley College.

## 2. 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 Kimberley College.

## 3. References

- *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 2014 (Qld)*
- *Education (Queensland College of Teachers) Act 2005 (Qld)*
- *Education and Care Services National Law (Queensland)*
- *Education and Care Services National Regulations*
- *Blue Card Services Child and Youth Risk Management Strategy Toolkit*
- *Restricted Person Declaration Form*

## 4. Commitment

Kimberley 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

## 5. Implementation

In practice, Kimberley College's commitment to acting in accordance to the *Working with Children (Risk Management and Screening) 2000 (QLD) Act* ("the Act") to ensure the safety and wellbeing of students means that it will implement the measures outlined below in points (i) to (viii).

## Child Risk Management Strategy

### (i) Code of Conduct

At Kimberley College, we expect our employees to conduct themselves as follows:

College employees are expected to always behave in ways that promote the safety, welfare and wellbeing 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 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 Kimberley College's fulfilment of the requirements of Schedule 1 s.2(2).

### (ii) Recruitment, Selection, Training and Management Procedures

Kimberley College is committed to recruiting, selecting, training and managing employees in such a way that limits risks to children. In particular, Kimberley 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 children, 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 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 children from

## Child Risk Management Strategy

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 Kimberley College's fulfilment of the requirements of the Schedule 1 s.2(3).

### **(iii) Handling Disclosures or Suspicions of Harm**

Any of the types of concerns or reports below should be reported and managed under the Kimberley College 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 Kimberley 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.

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

## Child Risk Management Strategy

### **(iv) Managing Breaches of this Child Risk Management Strategy**

Kimberley 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, Complaints Handling Policy and Procedures, and this is evidence of fulfilment of the requirements of Schedule 1 s.2(5).

### **(v) 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 Kimberley College’s commitment to reviewing the Strategy annually and are evidence of fulfilment of the requirements of Schedule 1 s.2 (6)(a) relating to review.

### **(vi) Blue Card Policies and Procedures**

Kimberley College’s Blue Card Policy and Register are evidence of fulfilment of the requirements of the Schedule 1 s.2(6)(b). In particular, Kimberley 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 <<SchoolName’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 Kimberley College’s fulfilment of the requirements of Schedule 1 s.2(6)(b).

# Child Risk Management Strategy

## **(vii) High Risk Management Plans**

Kimberley College's Risk Management Framework is evidence of fulfilment of the requirements of Schedule 1 s.2(7).

## **(viii) Strategies of Communication and Support**

Kimberley College's commitment to making this Child Risk Management Strategy available to students, parents and employees via its school internet site is evidence of fulfilment of the requirements of Schedule 1 s2(8)(a).

Kimberley College is committed to training employees in relation to risks to students and will conduct this training regularly via 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).

## **(ix) Responsibilities**

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

## **(x) Compliance and Monitoring**

Kimberley College is committed to the annual review of this Strategy. Kimberley College will also record, monitor and report to the Board and the Senior Leadership Team any breaches of the Strategy.

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

### **Related Documents**

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

### **Helpful Links**

- Independent Schools Queensland's [Child Protection Decision Support Trees](#)

## Child Risk Management Strategy

- 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

## Child Risk Management Strategy

### Appendix 1

#### Summary of Reporting Harm

| Who                             | What abuse  | Test  | Report to                                      | Legislation                          |
|---------------------------------|---|---|--|--------------------------------------|
| <b>All staff</b>                | Sexual  | Awareness or a suspicion<br>Sexually abused or likely to be sexually abused     | Principal, through to police                   | EGPA sections 366 and 366A           |
| <b>Teacher</b>                  | Sexual and physical                                       | Significant harm<br>Parent may not be willing and able                          | Confer with principal, report to Child Safety  | CPA sections 13E and 13G             |
| <b>All staff</b>                | Physical, psychological, emotional, neglect, exploitation | Significant harm<br>Parent may not be willing and able                          | Principal, through to Child Safety             | Accreditation Regulations section 16 |
| <b>All staff</b>                | 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            |
| <b>Principal</b>                | Any   | Not a level that is otherwise reportable to Child Safety, refer without consent | Family and Child Connect                       | CPA Sections 13B and 159M            |
| <b>Any member of the public</b> | Any   | Significant harm<br>Parent may not be willing and able                          | Child Safety                                   | CPA section 13A                      |

# Child Risk Management Strategy

## 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:<br>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             |                                      |

|   |
|---|
| <b>PROVIDE ALL INFORMATION YOU HAVE WHICH LED TO THE SUSPICION OF HARM OR ABUSE</b><br>(Attach extra pages if necessary). |
|---|

## Child Risk Management Strategy

|   |
|---|
| <b>Details of any harm and/or sexual abuse to the student</b> – 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. |
| <b>Please indicate the identity of anyone else who may have information about the harm or abuse</b>   |
| <b>Additional information provided as an attachment</b> YES <input type="checkbox"/> NO <input type="checkbox"/>  |

|   |                   |              |
|---|-------------------|--------------|
| <b>Name of staff member making report if not the Principal:</b> |                   |              |
| <b>Position:</b>  | <b>Signature:</b> | <b>Date:</b> |
| <b>Principal:</b>   | <b>Signature:</b> | <b>Date:</b> |
| <b>Principal's email address:</b>                               |                   |              |
| <b>Response requested by school:</b>                            |                   |              |

| 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.**