

Child Risk Management Strategy

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| **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:** | Current | **Supersedes**: BRIS Child Protection Risk Management Strategy. |
| **Authorised by:** | Blackall Range Independent School Executive Committee | **Date of Authorisation**:  4th of April 2019 |
| **References:** | * [*Working with Children (Risk Management and Screening) Act 2000 (Qld)*](https://www.legislation.qld.gov.au/LEGISLTN/CURRENT/W/WorkwithChildrenRMSA00.pdf) * [*Working with Children (Risk Management and Screening) Regulation 2011 (Qld)*](https://www.legislation.qld.gov.au/LEGISLTN/CURRENT/W/WorkwithChildrenRMSR11.pdf) * [*Child Protection Act 1999 (Qld)*](https://www.legislation.qld.gov.au/LEGISLTN/CURRENT/C/ChildProtectA99.pdf) * [*Education (Accreditation of Non-State Schools) Act 2017 (Qld)*](https://www.legislation.qld.gov.au/LEGISLTN/CURRENT/E/EducAccNSSA01.pdf) * [*Education (Accreditation of Non-State Schools) Regulation 2017 (Qld)*](https://www.legislation.qld.gov.au/LEGISLTN/CURRENT/E/EducAccNSSA01.pdf) * [*Education (General Provisions) Act 2006 (Qld)*](https://www.legislation.qld.gov.au/LEGISLTN/CURRENT/E/EducGenPrA06.pdf) * [*Education (General Provisions) Regulation 2017 (Qld)*](https://www.legislation.qld.gov.au/LEGISLTN/CURRENT/E/EducGenPrR06.pdf) * [*Education Services for Overseas Students (ESOS) Act 2000 (Cth)*](http://www.comlaw.gov.au/Series/C2004A00757) * [*Education (Overseas Students) Regulation 1998 (Qld)*](https://www.legislation.qld.gov.au/LEGISLTN/REPEALED/E/EducOverStuR98_03C_100101.pdf) * [*Education (Queensland College of Teachers) Act 2005 (Qld)*](https://www.legislation.qld.gov.au/LEGISLTN/CURRENT/E/EducQCTA05.pdf) * [*Education and Care Services National Law (Queensland)*](https://www.legislation.qld.gov.au/LEGISLTN/ACTS/2011/11AC038.pdf) * [*Education and Care Services National Regulation*](http://www.legislation.nsw.gov.au/maintop/view/inforce/subordleg+653+2011+cd+0+N) * [Child and Youth Risk Management Strategy Toolkit](https://www.bluecard.qld.gov.au/pdf/rmst/RMS-toolkit.pdf) | |
| **Review Date:** | Annually | **Next Review Date**: April 2020 |
| **Policy Owner:** | Blackall Range Independent School Executive Committee | |

Policy Statement and **a Statement about Commitment**

Blackall Range Independent School is committed to the safety and wellbeing of students enrolled at the school. In accordance with sections 171 and 172 of the *Working with Children (Risk Management and Screening) Act* 2000 (Qld), Blackall Range Independent School 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 school’s care.

This Child Risk Management Strategy is evidence of Blackall Range Independent School 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, Blackall Range Independent 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 that it will implement the measures outlined below in points 1 - 8.

### Code of Conduct

Blackall Range Independent School’s Staff Code of Conduct is evidence of fulfilment of the requirements of section 3(1)(b) of the Regulation of *Working with Children (Risk Management and Screening) Act 2011 (Qld)* (“the Regulations”)

### Recruitment, Selection, Training and Management Procedures

Blackall Range Independent School is committed to recruiting, selecting, training and managing employees in such a way that limits risks to students. In particular, Blackall Range Independent School 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 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.
* 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 Blackall Range Independent School fulfilment of the requirements of Section 3(1)(c) of the Regulation.

### Handling Disclosures or Suspicions of Harm

Any of the types of concerns or reports below should be reported and managed under the Blackall Range Independent 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 1 of this document.

Furthermore, and in accordance with section 76 of the *Education (Queensland College of Teachers) Act* 2005, the Principal of Blackall Range Independent 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 Blackall Range Independent Schools fulfilment of the requirements of Section 3(1)(d) of the Regulation.

### Managing Breaches of this Child Risk Management Strategy

Blackall Range Independent 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, Staff Code of Conduct, Staff Grievance Policy, and this is evidence of fulfilment of the requirements of S3(1)(e) of the Regulation.

### 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 Blackall Range Independent School commitment to reviewing the Strategy annually and are evidence of fulfilment of the requirements of S3(1)(f)(i) of the Regulation relating to review.

### Blue Card Policies and Procedures

### Blackall Range Independent School’s Blue Card Policy and Register are evidence of fulfilment of the requirements of S3(1)(f)(ii) of the Regulation.

**7. High Risk Management**

Blackall Range Independent School 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. Blackall Range Independent School 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 Blackall Range Independent School’s fulfilment of the requirements of the Regulations S3(1)(g).

### 8. Strategies of Communication and Support

Blackall Range Independent School commitment to making this Child Risk Management Strategy available to students, parents and employees via the school website, enrolment and staff induction packages is evidence of fulfilment of the requirements of S3(1)(h)(i) of the Regulation.

Blackall Range Independent School is committed to training employees in relation to risks to students and will conduct this training regularly via annual formal training events held during the first pupil free days at the beginning of the school year, and this is evidence of fulfilment of the requirements of S3(1)(h)(ii) of the Regulation.

## Responsibilities

Blackall Range Independent 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 Blackall Range Independent School are responsible for acting in compliance with this Child Risk Management Strategy and related policies and procedures.

## Compliance and Monitoring

Blackall Range Independent School is committed to the annual review of this Strategy. Blackall Range Independent School will also record, monitor and report to the Blackall Range Independent School Executive Committee regarding any breaches of the Strategy.

In addition, Blackall Range Independent School is committed to other various compliance and monitoring arrangements made under relevant policies and procedures.

## Related Documents

* Blackall Range Independent School Child Protection Policy and Procedures
* Blackall Range Independent School Staff Grievance and Procedures
* Blackall Range Independent School Blue Card Register
* Blackall Range Independent School Risk Management Framework
* Blackall Range Independent School Complaints Policy and Procedures (Parents and Students)
* Blackall Range Independent School Staff Code of Conduct
* Blackall Range Independent School Recruitment Policy
* Blackall Range Independent School Continuing Professional Policy
* Blackall Range Independent School Performance Management System

## Helpful Links

* Independent Schools Queensland’s [**Child Protection Decision Support Trees**](https://www.isq.qld.edu.au/members/child-protection)
* Department of Communities, Child Safety and Disability Services’ [**Child Protection Guide**](http://www.communities.qld.gov.au/childsafety/partners/our-government-partners/queensland-child-protection-guide/online-child-protection-guide) resource

## Appendices

* Appendix 1 – Report of Suspected Harm or Sexual Abuse Form