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## 1. Policy Statement

The purpose of this Policy is to reflect and provide a policy foundation for Anglican Schools and Education & Care Services' commitment and capacity to create safe and nurturing environments for the children and young people they serve.

This Policy establishes responsibilities for the application of child safe principles and practices within School and Service operations.

Through implementing this Policy and applying the Guidelines and Procedures, Schools and Services create safe and nurturing environments by encouraging a child safe culture, adopting strategies and acting to promote the wellbeing of, and identify and mitigate risk of harm to, children and young people.

This Policy and the supporting Guidelines and Procedures target responsibilities detailed in the *Working with Children (Risk Management and Screening) Act 2000* and the *Working with Children (Risk Management and Screening) Regulations 2011*.

This Policy utilises the governance, development and implementation of Child and Youth Risk Management Strategies to provide a mechanism to drive effective actions, where responsibilities are consciously and systematically met.

### Statement of Commitment

The following Statement of Commitment seeks to provide a foundation to reflect, encourage and support a child safe culture.

The Statement is to be implemented by all persons within an Anglican School or Education and Care Service.

*Anglican Schools and Education & Care Services are committed to providing environments where children and young people receive the highest standard of care, where their rights are supported, and they have opportunity to thrive and be fruitful. Such environments nurture and safeguard the intelligence, dignity, safety and wellbeing of each child or young person, by placing them at the centre of thought, values and actions.*

*As reflected in our Ethos, our vocation is education, driven by a vision of humanity, shaped by the image of God made visible in Jesus, present in every human being.*

- *Every child: made in the image and likeness of God.*
- *Every child: loveable and loved, unique and unrepeatable.*
- *Outstanding education for the flourishing of people and the good of community.*

*Our faith is lived. We are hospitable and welcoming communities, who embody compassion, kindness, fairness, justice and love, and where exceptional pastoral care is practiced.*

*Working and serving the best interests of children and young people is in everyone's best interest. This is achieved through sustaining living and learning environments that are safe, supportive and stimulating. Specifically, we:*

- *place emphasis on genuine engagement with children and young people;*
- *create conditions that reduce the likelihood of harm to children and young people;*
- *create conditions that increase the likelihood of identifying harm where it exists; and*
- *respond swiftly and appropriately to any concerns, disclosures, allegations or suspicions.*

*This commitment is sought to be consistently reflected through the decisions and behaviour of all persons within the School or Service, who are guided by effective governance, policies, tools and processes. This fosters a child safe culture, where acting in children and young people's best interests is at the heart of what we do.*

## 2. Guidelines and Procedures

The *Working with Children in Anglican Education Guidelines and Procedures* is a supporting document, focused on helping Schools and Education & Care Services to operationalise this Policy, and provide consistency where necessary. This document is approved and maintained by the Anglican Schools Commission.

## 3. Scope

This Policy, developed by the Anglican Schools Commission and approved by Diocesan Council, is to be applied where the Corporation of the Synod of the Diocese of Brisbane, also known as the Anglican Church Southern Queensland (ACSQ):

- a. Owns or has control of an Anglican School. Where this occurs, this Policy applies to the School and any business the School owns or controls; including for example, unincorporated associations, education and care services, sporting clubs, boarding schools and child accommodation services; or
- b. Is the Approved Provider of an Anglican Education & Care Service.

Other Anglican Schools and Education & Care Services in Queensland have permission to use this Policy and supporting Guidelines and Procedures if they choose to adopt them.

## 4. Accountability and responsibility

All persons engaged by a School or Education & Care Service, including staff and volunteers, are responsible for meeting obligations to promote the wellbeing of children and young people, and protect them from harm.

School or Service leadership and governing bodies have a critical responsibility to facilitate the implementation of this Policy at all levels and appreciate that effective implementation requires a whole of School or Service approach.

## a) Schools

For Anglican Schools who are owned or controlled by ACSQ, the Diocesan Council is the governing body. Diocesan Council delegates implementation of this Policy to:

- The Head of each Anglican School. Specifically, the Head of School (Principal) is responsible for meeting the obligations associated with regulated employment undertaken by a person engaged by the School or any regulated businesses owned or controlled by the School<sup>1</sup>. This includes approving the Child and Youth Risk Management Strategy/Strategies.
- The School Council, who are responsible for supporting the Head of School to meet these obligations, including endorsing the Child and Youth Risk Management Strategy/Strategies.
- The Anglican Schools Commission, who are responsible for providing stewardship and support to implement this Policy. This includes providing oversight in the management of matters relating to breaches in legislation.

## b) Education & Care Services

Where ACSQ is the Approved Provider of the Service, delegation for the implementation of this Policy is made to:

- The Nominated Supervisor/s of the Service. Specifically, a Nominated Supervisor is responsible for meeting the obligations associated with:
  - the Service as a regulated business and
  - regulated employment undertaken by a person engaged by the Service.This includes developing the Child and Youth Risk Management Strategy.
- The Executive Director, Anglican Schools Commission, who is responsible for approving the Child and Youth Risk Management Strategy.
- The Management Committee of the Service, who are responsible for supporting the Nominated Supervisors to meet their obligations and for endorsing the Child and Youth Risk Management Strategy.
- The Anglican Schools Commission, who are responsible for providing stewardship and support to implement this Policy. This includes providing oversight in the management of matters relating to breaches in legislation.

## c) Child and Youth Risk Management Committees

The implementation of this Policy; the application of the Guidelines and Procedures; and the development, implementation and review of Child and Youth Risk Management Strategies are assisted by a Child and Youth Risk Management Committee.

This Committee is to have membership that represents the variety of contexts that each Child and Youth Risk Management Strategy relates to. Members are required to facilitate collaboration with a range of stakeholders from within these contexts, including children, young people, parents, staff and volunteers.

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<sup>1</sup> Regulated employment and regulated businesses are defined within the *Working with Children (Risk Management and Screening) Act 2000*

In Schools, the Head of School is responsible for establishing a Child and Youth Risk Management Committee. This Committee is to report to the Head of School and School Council on, at minimum, a quarterly basis.

In Education & Care Services, the Nominated Supervisor is responsible for establishing the Child and Youth Risk Management Committee. This Committee is to report to the Nominated Supervisor and Management Committee on, at minimum, a quarterly basis. Where a Service is co-located within a School, to support cohesive and effective service delivery, the Nominated Supervisor may be a member of, and use, the School's Child and Youth Risk Management Committee, when satisfied this committee can meet the needs of the Service.

### d) Additional considerations

From 2021, the implementation of this Policy will be audited as per ACSQ Child Safety Audits for Anglican Schools and Education & Care Services.

## 5. Review

This Policy will be formally reviewed in three years, or as required on request of either Diocesan Council or the Anglican Schools Commission.

Outside of this, the Anglican Schools Commission will, at minimum, monitor the Policy for continuing application on a yearly basis, instigating a formal review process if needed. In addition to this, whenever required to maintain accuracy, the Anglican Schools Commission will make changes to section 6 of this Policy.

## 6. Key legislation, canon, documents and policy

In implementing this Policy, it is expected that Anglican Schools and Education & Care Services will meet legal and canonical requirements, and apply the documents detailed in this section. More detail of these requirements is provided in the Guidelines. Policies, managed by ACSQ, support the implementation of this Policy and are listed for reference purposes. Schools and Services will also have internal policies and processes, relevant to supporting implementation of this Policy.

### a) Legislation

- *Working with Children (Risk Management and Screening) Act 2000*
- *Work, Health and Safety Act 2011*
- *Child Protection Act 2000*
- *Education (Accreditation of Non-State Schools) Act 2017*
- *Education (General Provisions) Act 2006*
- *Education (Overseas Students) Act 2018*
- *Education (Queensland College of Teachers) Act 2005*
- *Education and Care Services National Law 2018*

### b) Canon

- *Professional Standards Canon*
- *Safe Ministry to Children Canon*

## c) Documents

- National Principles for Child Safe Organisations
- Commonwealth Child Safe Framework

## d) Related ACSQ policies

Managed by the Anglican Schools Commission

- Student Protection in Anglican Schools Policy
- Child Protection in Anglican Education and Care Services Policy
- Complaints Management in Anglican Schools Policy
- Complaints Management in Anglican Education and Care Services
- Risk Management Framework
- Recruitment and Selection in Anglican Schools Policy
- Online Safety and Digital Wellbeing in Anglican Schools Policy (pending)
- Anglican Education and Care Constitution

Managed by the Office of Professional Standards

- Student Protection Audit - Anglican Schools Policy

## 7. Version control

This Policy replaces the Blue Card System in Anglican Schools Policy.

Version:	Date:	Document owner:	Comments:
V0.6	03/03/2020	Anglican Schools Commission	Endorsed for progression to Diocesan Council
V1.0	26/03/2020	Anglican Schools Commission	Approved by Diocesan Council