



Document Name:

Child and Youth Risk
Management Policy

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April 2024

Child and Youth Risk Management Policy

Version: 4

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Contents

1 Introduction	3
2 Purpose:	3
4 Policy Details	3
5 Supporting Documents	10
6 Appendices.....	10
Appendix 4	13
Appendix 5	13
7 Approval Details.....	13
8 Review History	14

Document Owner: Enkindle Village School
Next Review Date: April 2025

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1 Introduction

This policy provides how a school will respond to harm (or allegations of harm) to its students and the appropriate conduct of the school's staff and students. In addition, it provides a strategy to promote the wellbeing of children and protect them from harm.

2 Purpose:

The purpose of this strategy is to eliminate and minimise risk to student safety to ensure the safety and wellbeing of all students.

This policy will assist Enkindle Village School (the School) to achieve its objectives by providing a clear and consistent framework to guide and support the stakeholders who work or volunteer within the School or who benefit from its services.

3 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

4 Policy Details

1. Statement of Commitment

Enkindle Village School (the 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

Organisations regulated by the blue card system (i.e. organisations that have employees or volunteers working with children) are required to develop and implement a child and youth risk management policy, which must be reviewed annually.

In practice, the school is committed to acting in accordance with the *Working with Children*

Document Owner: Enkindle Village School
Next Review Date: April 2025

Last Modified By: Acting Principal
Last Modified on: April 2024



Document Name:

Child and Youth Risk
Management Policy

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(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.

2. Code of Conduct

The School's *Staff Code of Conduct* is evidence of fulfilment of the requirements of Schedule s.2(2) of the *Working with Children (Risk Management and Screening) Regulation 2020 (Qld)* (Schedule 1)

3. Recruitment, Selection, Training and Management Procedures

The School is committed to recruiting, selecting, training and managing employees in such a way that limits risks to students. In particular, the 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 children.

Document Owner: Enkindle Village School
Next Review Date: April 2025

Last Modified By: Acting Principal
Last Modified on: April 2024

- 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.

1 *Working with Children (Risk Management and Screening) Regulation 2020* (Qld) sch 1 s.2(1)

- 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.



Document Name:

Child and Youth Risk
Management Policy

Approved Date:

April 2024

- 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 the School's fulfilment of the requirements of Schedule 1 s.2(3).

4. Handling Disclosures or Suspicions of Harm

Any of the types of concerns or reports below should be reported and managed under the School's *Child Protection Policy and 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 parties covered under the scope of this policy should use the *Report of Suspected Harm or Sexual Abuse Form* in Appendix 2 of this document. Reports can also be made to the *Child Safety After Hours Service Centre on 1800 177 135*. This service operates 24 hours a day, 7 days a week.

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

Any report made under this section or the School Child Protection Policy will fulfill the reporting obligations of all adults under the *Criminal Code Act 1899*.

This commitment is evidence of the School's fulfilment of the requirements of Schedule 1

Document Owner: Enkindle Village School
Next Review Date: April 2025

Last Modified By: Acting Principal
Last Modified on: April 2024



Document Name:

Child and Youth Risk
Management Policy

Approved Date:

April 2024

s.2(4).

5. Managing Breaches of this Child Risk Management Policy

The School is committed to appropriately managing breaches of this policy in accordance with its other relevant policies as appropriate in the circumstances, such as its *Child Protection Policy, Staff Code of Conduct, Complaints Handling Policy and Procedures*. This is evidence of fulfilment of the requirements of the Schedule 1 s.2(5).

6. Implementing and Reviewing the Child Risk Management Policy

This policy in its entirety and its related procedures are evidence of fulfilment of the requirements of Schedule 1 s.2(6)(a) relating to implementation.

The introduction to this policy and the “Compliance and Monitoring” section below state the School’s commitment to reviewing the Policy annually and are evidence of fulfilment of the requirements of the Schedule 1 s.2(6)(a) relating to review.

7. Blue Card Policies and Procedures

The School is committed to acting in accordance with chapters 7 and 8 of the Act relating to the screening of employees in such a way that limits risks to children. In particular, the School will:

- Require relevant prospective or current employees, volunteers, trainee students and school association committee 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 the School’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.

Document Owner: Enkindle Village School
Next Review Date: April 2025

Last Modified By: Acting Principal
Last Modified on: April 2024



Document Name:

Child and Youth Risk
Management Policy

Approved Date:

April 2024

- 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 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 processes and all related documentation to their records.
- Keep written records of all of the above actions, decisions and outcomes, including the dates of expiry for working with children authority
- Ensure all information on relation to working with children’s authority is kept confidential.
- Act to remind employees to keep their working with children’s 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 Enkindle Village School’s fulfilment of the requirements of Schedule 1 s.2(7).

8. High Risk Management Plans

The 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. The 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 children.

This commitment is evidence of the School’s fulfilment of the requirements of Schedule 1 s.2(7).

9. Strategies of Communication and Support

The School’s commitment to making this policy available to students, parents and

Document Owner: Enkindle Village School
Next Review Date: April 2025

Last Modified By: Acting Principal
Last Modified on: April 2024

employees via its website, enrolment package and employee handbook is evidence of fulfilment of the requirements of Schedule 1 s.2(8)(a).

The 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 Schedule 1 s.2(8)(b).

Responsibilities

The School is responsible for developing and implementing this policy and related procedures to ensure it fulfils its obligations.

All employees at Enkindle Village School are responsible for acting in compliance with this policy and related procedures.

Compliance and Monitoring

The School is committed to the annual review of this policy. The School will also record, monitor and report to the school association management committee regarding any breaches of the policy.

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

10.Legislation

- *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*
- *Child Protection Regulation 2023 (the Regulation)*

5 Supporting Documents

- Enkindle Village School Child Protection Policy
- Enkindle Village School Complaints Handling Policy
- Enkindle Village School Complaints Handling Procedures
- Enkindle Village School Staff Code of Conduct
- Blue Card Services Child and Risk Management Strategy Toolkit
- Restricted Person Declaration Form
- Enkindle Village School Blue Card Register

6 Appendices

Appendix 1 - Summary of Reporting Harm

Appendix 2 – Report of Suspected Harm or Sexual Abuse Form

Appendix 3 – Restricted Person Declaration Form

Appendix 4 – Decision Making Trees

Appendix 5 – Fact sheets



Document Name:

Child and Youth Risk Management Policy

Approved Date:

April 2024

**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

- [Child protection reporting form](#)

Document Owner: Enkindle Village School
Next Review Date: April 2025

Last Modified By: Acting Principal
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Child and Youth Risk

Management Policy

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Appendix 3

Restricted Person Declaration Form

The Enkindle Village School (the School) has a responsibility to ensure that all commencing and continuing individuals, working or volunteering with children, at the School are not a *restricted person*.

As of the 31 August 2020, Blue Card Services have made changes which mean certain individuals are no longer able to rely on the current exemptions to work or volunteer with children.

The amended legislation introduced 2 new terms—*restricted person* and *restricted employment*. It is now an offence for a *restricted person* to commence or continue working or volunteering in *restricted employment*.

A **restricted person** is a person who:

- has been issued a negative notice, or
- has a suspended blue card, or
- is a [disqualified person](#), or
- has been charged with a [disqualifying offence](#) which has not been finalised.

Restricted employment refers to the situations or exemptions that allow a person to work with children without a blue card. These include:

- a volunteer parent;
- a volunteer who is under 18;
- paid or unpaid staff who work in child regulated employment for not more than 7 days in a calendar year.

If you are a **restricted person** it is an offence for you to commence or continue working or volunteering at the School. The maximum penalty is \$66,725 (500 penalty units) or 5 years in prison. It is also an offence for the School to engage or continue to engage a **restricted person**. The maximum penalty is \$26,690 (200 penalty units) or 2 years in prison.

If you become a **restricted person** whilst working or volunteering at the School you must cease all child related work **immediately** and notify <<insert contact person>> you are no longer able to work or volunteer for the School.

Declaration

Which one of the restricted employment exemptions are you relying on to work or volunteer for the Enkindle Village School (the School).

- a volunteer parent
- a volunteer who is under 18
- child-related engagement for not more than 7 days in a calendar year

I _____ declare:

1. I am not a restricted person.
2. I understand it is an offence to start or continue working or volunteering in restricted employment if I am currently, or become, a restricted person.
3. I will cease all child related work **immediately** and notify the School if my circumstances change.

Signature: _____

Date: _____

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Next Review Date: April 2025

Last Modified By: Acting Principal
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Child and Youth Risk

Management Policy

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April 2024

Appendix 4

- [Child protection reporting form](#)
- [Decision Tree – Principal & Board Director](#)
- [Decision Tree – Teacher](#)
- [Decision Tree – Non-Teaching Staff](#)
- [Decision Tree – Early Childhood](#)
- [Decision Tree – Volunteer](#)

Appendix 5

- [Factsheet Reporting by Legislation](#)
- [Factsheet Criminal Code](#)
- [Factsheet Volunteer Child Protection Training](#)

7 Approval Details

Policy Delegate	Principal
Approval Authority	TISAI Committee
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8 Review History

Version	Date	Reviewed By	Modifications
1			First released version
2	February 2022	Principal	Updated all of the references to the updated 2020 Act and associated schedules. Added requirement for annual review into statement Reworded purpose to be in line with wording recommended by blue care services website Removed reference to child protection procedure as we do not currently have one Updated legislation and reference documents used Added Appendix 3 – Restricted Person Declaration Form
3	April 2024	Acting Principal	New template / format Added Appendix 4. Added Appendix 5 Added reference to Child Protection Regulation 2023.

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Next Review Date: April 2025

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