### NAMBOUR CHRISTIAN COLLEGE LTD

#### COLLEGE POLICY 2.1

# CHILD BISK MANAGEMENT STRATEGY.

	eccepted at Board eeting 10 eptember 2022	T:\Admin\Policies\1.	.College Policies - A	ll major College policies\College Policies
REVISIONS:				

### 1. Purpose of Strategy

: ang::wellbe matotila students

#### 2. 55000

Students and employees, including full-time, part-time, permanent, fixed-term and casual ampleyees, acceptable sentractors welluntoors, and propagation of the contractors welluntoors and propagation of the contractors welluntoors and propagation of the contractors well and the contractors well and the contractors were contractors and the contractors were contractors and the contractors were contractors and the contractors are contractors and contractors and contractors are contractors and contractors and contractors are contractors are contractors.

### Law and References

In relation to this Strategy, please refer to the following Acts. <u>Jegislation and Guidelines for further</u>

2000 (Qld)
Working with Children (Risk Management and Screening) Begulation 2020 (Old)
CI'II D 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
- State Schools) Act 2017 (Old)
-State Schools)-Population 2017 (Old)
Edwerting / G.s. north Provinians): Acto ? 205-(Qld)
Education (General Provisions) Regulation 2017 (Old)
Education Services for Overseas Students (ESOS) Act 2000 (Cth)
Education (Overseas Students) Regulation 2014 (Qld)
(Qld)
Education and Care Services National Law (Queensland)
- Harrist Committee Commit
Criminal Code Act 1088-101d)
Blue Card Services Olkit
Restricted Person Declaration Form



o 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. suitability of the new employee and to act as a check on the selection process. Sassporthatilitaitoinias saarkoonaanmanna p<u>roposturas attionariliseetha siskaalkas mu</u>ta m eret te france en a manti o Management processes that are consistent, fair and supportive. o Performance management processes to help employees to improve their performance in remajosskernam Supportive processes for staff when they are experiencing challenges, such as mentoring, mediation, conflict resolution, coaching, additional training, and external support and counselling services. ought professes the exhault policing and measurement 0 onskiegardinis studentiliskamanagement aliotokasist emploveesk particulariikutsexpectatik tsuudentys pelitroiseselmia maritikkan pariakaandopesa evärtoemijaanivest fonotiirtenin s Training new and existing staff on an ongoing basis to enhance skills and knowledge and to reduce exposure to risks, as follows: Ø the school's policies and procedures artes hart more descriptives and a second contract of the cont Ø handling a disclosure or suspicion of harm to a child. 0 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 College's fulfilment of the requirements of Schedule 1 s.2(3). Handling Disclosures or Suspicions of Harm Any of the types of concerns or reports help wishould be reported and managed under the Managham Children Child Dona at a Dollar of Iller St offester as a confidence of the second of the second of the confidence of the second of the confidence of the second of the confidence of the second of the member. hould use the Report of Suspected Harm or Sexual

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Act 2005, the College Principal will constitute Ouecast and College of Inaghers and investigations into allegations of harm caused, or likely to be caused, to a student because of the conduct of a

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

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Nambour Christian-Callagaia-committed to annuariately managing broads of this Child Diele
Administrative for the constraint was a second of the constraint o
Complaints Policy
Lu i mentro Line réquitements of Schledule la panel l'imployment Contracts, and this is evidence to s.2(5).
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9. Despression description
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board members to have working with children authority, and check the validity and
appropriateness of any currently held notices, in accordance with the College's nosition
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State the nurse and restaurable can be able to be a second of the second
<u>rant effect of suspended vica parable provegs, technicitation, at hande of nonce.</u> information.
imormation. Les el primes son esquir consciones de centres de la constant production. I e desa les estre constant
acknowledge and sign a Restricted Person Declaration Form
restricted person prior to commencing their engagement.

restricted person prior to commencing their engagement. Not allow a person relying on an exemption to continue to work with children if they

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

rking With thi dren authority (lot lexp ry) for wo

confidential.

child screening process and all related documentation and records.

Act to remind employees to keep their working with children authority up to date and

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 the C

10.
The College will utilise various
ricksenteror seer strenger tenecies is included in the violent a shill been appropriate records of decisions.
This commitment is evidence of the
11. Strategies of Communication and Support
The Christian
via its, employee induction checklist, employee contracts of employment, school intranet site and school website is evidence of fulfilment of the requirements of Schedule 1 s.2(8)(a).
Nambour Christian College is committed to training employees in relation to risks to students and will conduct this training regularly via NCG annual formulation training informal wind stock at staff.  meetings and regularly via NCG annual formulation training employees in relation to risks to students and will conduct this training regularly via NCG annual formulation to risks to students and meetings and regularly via NCG annual formulation to risks to students and meetings and regularly via NCG annual formulation to risks to students and meetings and regularly via NCG annual formulation to risks to students and meetings and regularly via NCG annual formulation to risks to students and meetings and regularly via NCG annual formulation to risks to students and meetings and regularly via NCG annual formulation to risks to students and meetings and regularly via NCG annual formulation to risks to students and meetings and regularly via NCG annual formulation to risks to students and meetings and regularly via NCG annual formulation to risks to students and meetings and regularly via NCG annual formulation to risks to students and meetings and regularly via NCG annual formulation to risks to students and meetings and regularly via NCG annual formulation to risks to students and meetings and regularly via NCG annual formulation to risks to students and meetings and regularly via NCG annual formulation to risks to students and meetings and regular via NCG annual formulation to risks to students and meetings and regular via NCG annual formulation to risks to students and regular via NCG annual formulation to risks to students and regular via NCG annual formulation to risks to students and regular via NCG annual formulation to risks to students and regular via NCG annual formulation to risks to students and regular via NCG annual formulation to risks to students and regular via NCG annual formulation to risks to students and regular via NCG annual formulation to risks to students and regular via NCG annual formulatio
runniment of the requirements of schedule 1 s.z(o)(b).
Responsibilities
The 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 Shinting College Children College Children College Children College Children
In accordance with this Act th. — unless required otherwise by Law.
13. iĝi Compi ance and Monitorir
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monitor and report to the school board, the Sepier Executive Team and other as appropriate.
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14. Related Documents
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ាះ Christian College Child Protection Policy
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Nambour Time Table Transfer of
Nambour Christian College Unsatisfactory Work Performance

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### 15. Helpful Links

Independent Schools Queensland's \_\_\_\_\_\_ resource

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## 16. Appendices

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#### 17. Renigration Review

This was required by legislation.



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