



Queensland Girls Primary Independent Schools Andrews Cup Association

CHILD AND YOUTH RISK MANAGEMENT STRATEGY

Individual member schools will have a well-documented Child and Youth Risk Management Strategy. This Andrews Cup strategy is designed to work in conjunction with the policies and procedures of member schools. The following expectations of the Association have been provided in order to fulfil its obligation as an Association to its members.

Purpose

The purpose of this Strategy is to help to identify potential risks of harm to children and young people and to implement strategies to prevent and minimise those risks.

Legislation / Legal Framework

- Working with Children (Risk Management and Screening) Act 2000 (Qld)
- Working with Children (Risk Management and Screening) Regulation 2011 (Qld)
- Child Protection Act 1999 (Qld)
- Education (Accreditation of Non-State Schools) Act 2001 (Qld)
- Education (Accreditation of Non-State Schools) Regulation 2001 (Qld)
- Education (General Provisions) Act 2006 (Qld) Education (General Provisions) Regulation 2006 (Qld)
- Education Services for Overseas Students (ESOS) Act 2000 (Cth)
- Education (Overseas Students) Regulation 1998 (Qld)
- Education (Queensland College of Teachers) Act 2005 (Qld)
- Education and Care Services National Law (Queensland) Act 2011 (Qld)
- Education and Care Services National Regulation 2011 (Qld)
- Child and Youth Risk Management Strategy Toolkit

Scope

This Strategy applies to students, parents, all employees, teachers, coaches, officials, as well as contractors, volunteers and people undertaking work experience or vocational placements during Andrews Cup events and activities.

Policy Statement and Statement of Commitment

The Queensland Girls Primary Independent Schools Andrews Cup Association is committed to the safety, welfare and wellbeing of students participating in any Andrews Cup event or activity at any hired venue or school.

This commitment includes the provision of a safe and supportive environment for all students and requires all employees, volunteers and visitors to:

- model and encourage behaviour that upholds the dignity and protection of students from harm; and
- respond to allegations of student harm resulting from the conduct or actions of any person including that of employees, coaches, officials or volunteers.

In accordance with sections 171 and 172 of the Working with Children (Risk Management and Screening) Act 2000 (Qld), The QGPISACA is dedicated to eliminating and minimising risks to child safety through this Strategy which includes and refers to various other policies, procedures and training to effectively ensure the safety and wellbeing of children during their involvement in authorised Andrews Cup events or activities. This Child and Youth Risk Management Strategy is evidence of the Association's 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

The QGPISACA's commitment to acting in accordance to the Working with Children (Risk Management and Screening) Act to ensure the safety and wellbeing of students means that it will implement the measures outlined below in points 1 - 8.

Codes of Conduct

For QGPISACA Member Schools and the Code of Conduct for Parents and Spectators of Andrews Cup events, which outlines clear standards of conduct to follow in the areas of student welfare, personal conduct, and the relationships one has with students, parents, colleagues and the Association are evidence of fulfilment of the requirements of section 3(1)(b) of the Regulation.

Recruitment, Selection, Training and Management Procedures

The QGPISACA is committed to recruiting, selecting, training and managing any employees, external providers or volunteers in such a way that limits risks to children. In terms of recruitment and selection procedures, the QGPISACA's Recruitment and Selection Policy is evidence of fulfilment of the requirements of section 3(1)(c) of the Regulation. In terms of training and managing adults involved in Andrews Cup activities and events, QGPISACA will ensure that its training and management procedures act to reduce the risk of harm to children from adults via:

- Management processes that are consistent, fair and supportive.
- Performance management processes to help any employees to improve their performance in a positive manner.
- Supportive processes for employees 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 QGPISACA's policies and procedures, particularly its expectations regarding child risk management and to assist all adults to understand their role in providing a safe and supportive environment for children.
- Training staff on an ongoing basis to enhance skills and knowledge and to reduce exposure to risks, as follows:
 - The Association's and Member schools' policies and procedures.
 - Identifying, assessing and minimising risks to children.
 - Handling a disclosure or suspicion of harm to a child.
 - Keeping a record of the training provided to adults involved with the Association.

This commitment is evidence of The Association's 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 member schools Child protection policies, as follows:

- All staff with concerns about sexual abuse or likely sexual abuse;
- Teachers with concerns of sexual or physical abuse; and
- All members who have received a report of inappropriate behaviour by another member.

In accordance with the Child Protection Act 1999, if a person over 18, is aware or reasonably suspects harm has been caused to a student under 18 years and the harm has not been reported, the adult must report the harm to the Principal of the member school.

The types of harm reported may include emotional or psychological abuse or neglect or sexual exploitation.

If the Principal is aware or reasonably suspects the harm has been caused and that the student is in need of protection, the Principal must report the harm or suspected harm to the Chief Executive of the Department of Communities, Child Safety and Disability Services (or other department administering the Child Protection Act 1999).

In assessing whether a student is in need of protection, the Principal will consider the "Significant Harm Test" and the "Parent Willing and Able Test" as outlined in the Child Protection Act 1999, as well as utilise the Department of Communities, Child Safety and Disability Services' Child Protection Guide resource.

To report any type of harm, all adults should use the forms in their school's Child Protection guide.

Furthermore, and in accordance with section 76 of the Education (Queensland College of Teachers) Act 2005, the Principal of the member school will report to the Queensland College of Teachers any investigations into allegations of harm caused, or likely to be caused, to a child because of the conduct of a relevant teacher involved in the Associations events and activities. This commitment is evidence of QGPISACA's fulfilment of the requirements of section 3(1)(d) of the Regulation.

Managing Breaches of this Child and Youth Risk Management Strategy

QGPISACA is committed to appropriately managing breaches of this Child and Youth Risk Management Strategy in accordance with its other relevant policies and this is evidence of fulfilment of the requirements of section 3(1)(e) of the Regulation.

Risk Management Guidelines, risk assessments for all Andrews Cup events and activities, are evidence of fulfilment of section 3(1)(g) of the Regulation.

Blue Card Policies and Procedures

The QGPISACA's member schools Blue Card Policies and Register and the Andrews Cup Associations Register are evidence of fulfilment of the requirements of section 3(1)(f)(ii) of the Regulation.

This Policy and Register requires current employees, coaches, officials, and volunteers, to apply for a Blue Card or Exemption Notice, and the Association is required to check the validity and appropriateness of any currently held notices as appropriate, in accordance with the Act.

Under the Policies and Registers, QGPISACA will:

- Complete an authorisation to confirm a valid card application when necessary.
- Submit a Change in Police Notification form when notified by employee that such a change has occurred.
- Not allow a person to continue to work with children if their Blue Card or Exemption Notice is cancelled or suspended or a negative notice is received.
- Submit a No longer with organisation form when appropriate.
- Include in the EO's role, the responsibility of managing the screening process and all related documentation and records.
- Keep written records of all the above actions, decisions and outcomes, including the dates of expiry of Blue Cards and Exemption Notices
- Ensure that all information in relation to Blue Cards and Exemption Notices is kept confidential.

- Act to remind officials and volunteers to keep their Blue Card or Exemption Notice up to date.

Strategies of Commitment and Support QGPISACA's commitment to making available this Child and Youth Risk Management Strategy (and all the policies, processes and procedures described therein) to all member schools' staff, volunteers, and officials in hard copy and via the Andrews Cup Website is evidence of fulfilment of the requirements of section 3(1)(h)(i) of the Regulation.

QGPISACA is committed to supporting its member schools, officials, and volunteers in relation to risks to children and will conduct this training annually via professional development at term meetings or other gatherings of key stakeholders and this is evidence of fulfilment of the requirements of section 3(1)(h)(ii) of the Regulation.

Implementing and Reviewing the Child and Youth 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 and Youth Risk Management Strategy and the "Compliance and Monitoring" section below, state the Association's commitment to reviewing the Strategy annually and are evidence of fulfilment of the requirements of section 3(1)(f)(i) of the Regulation relating to review.

Responsibilities

QGPISACA is responsible for developing and implementing this Child and Youth Risk Management Strategy and related policies and procedures to ensure it fulfils its obligations. All members of the Queensland Girls Primary Independent Schools Andrews Cup Association are responsible for acting in compliance with this Child and Youth Risk Management Strategy and related policies and procedures.

Compliance and Monitoring

QGPISACA is committed to the annual review of this Strategy. QGPISACA will also record, monitor and report to the President and Management Committee regarding any breaches of the Strategy.

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

Reviewed: May 2020

Review May 2021

Review October 2022

