

## 3.14 Policy

### Child Risk Management Strategy



**VICTORY**  
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**COLLEGE**



## Victory College Child Risk Management Strategy

<b>Purpose:</b>	The purpose of this strategy is to eliminate and minimise risk to student safety to ensure the safety and wellbeing of all students.	
<b>Scope:</b>	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 at Victory College and covers information about the reporting of harm and abuse	
<b>Status:</b>	Approved	<b>Supersedes:</b> Previous
<b>Authorised by:</b>	Victory College Committee of Management	<b>Date of Authorisation:</b> June 2025
<b>References:</b>	<ul style="list-style-type: none"> <li>• Policy – 3.13 Student Protection</li> <li>• Policy – 3.16 Staff Code of Conduct Policy</li> <li>• Policy – 3.19 Community Complaints Handling and Feedback Policy</li> <li>• <a href="#">Working with Children (Risk Management and Screening) Act 2000 (Qld)</a></li> <li>• <a href="#">Working with Children (Risk Management and Screening) Regulation 2020 (Qld)</a></li> <li>• <a href="#">Child Protection Act 1999 (Qld)</a></li> <li>• <a href="#">Education (Accreditation of Non-State Schools) Act 2017 (Qld)</a></li> <li>• <a href="#">Education (Accreditation of Non-State Schools) Regulation 2017 (Qld)</a></li> <li>• <a href="#">Education (General Provisions) Act 2006 (Qld)</a></li> <li>• <a href="#">Education (General Provisions) Regulation 2017 (Qld)</a></li> <li>• <a href="#">Education Services for Overseas Students (ESOS) Act 2000 (Cth)</a></li> <li>• <a href="#">Education (Overseas Students) Regulation 2014 (Qld)</a></li> <li>• <a href="#">Education (Queensland College of Teachers) Act 2005 (Qld)</a></li> <li>• <a href="#">Education and Care Services National Law (Queensland)</a></li> <li>• <a href="#">Education and Care Services National Regulations</a></li> <li>• <a href="#">Criminal Code Act 1899 (Qld)</a></li> <li>• Blue Card Services <a href="#">Child and Youth Risk Management Strategy Toolkit</a></li> <li>• <a href="#">Restricted Person Declaration Form</a></li> </ul>	
<b>Review Date:</b>	Biennially	<b>Next Review Date:</b> June 2027
<b>Policy Owner:</b>	Victory College Committee of Management	

## 1. STATEMENT OF COMMITMENT

Victory College is committed to taking all reasonable steps to promote the safety and wellbeing of students enrolled at the College and their protection from foreseeable harm<sup>1</sup>. In practice, Victory College is committed 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.

## 2. CODE OF CONDUCT

At Victory College we expect our employees to conduct themselves as follows:

College employees are expected to always behave in ways that promote the safety, welfare and well-being of our students. Employees must actively seek to prevent harm to students, and to support those who have been harmed.

Specific responsibilities include:

- Employees should avoid situations where they are alone in an enclosed space with a student.
- When physical contact with a student is a necessary part of the teaching/learning experience, employees must exercise caution to ensure that the contact is appropriate and acceptable. Employees must always advise the student of what they intend doing and seek their consent.
- Employees must not develop a relationship with any student that is, or that can be interpreted as having a personal rather than a professional interest in a student.
- Employees must not have a romantic or sexual relationship with a student.

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

## 3. RECRUITMENT, SELECTION, TRAINING AND MANAGEMENT PROCEDURES

Victory College is committed to recruiting, selecting, training and managing employees in such a way that limits risks to students. In particular, Victory College 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 College'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.
  - 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 College 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.

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<sup>1</sup> Working with Children (Risk Management and Screening) Regulation 2020 (Qld) sch 1 s.2(1)

- 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 College'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 Victory College'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 Victory College's Child Protection Policy as follows:

- all staff with concerns about sexual abuse or likely sexual abuse or a child sexual offence committed by an adult
- teachers, nurses and early childhood education and care professionals 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 refer to the Child Protection Policy and supporting documents.

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

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

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

#### **5. MANAGING BREACHES OF THIS CHILD RISK MANAGEMENT STRATEGY**

Victory College 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 and Complaints Policies, and this is evidence of fulfilment of the requirements of *Schedule 1 s.2(5)*.

#### **6. 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 *Schedule 1 s.2(6)(a)* relating to implementation.

The introduction to this Child Risk Management Strategy and the "Compliance and Monitoring" section below state Victory College's commitment to reviewing the Strategy 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

**Victory College 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, Victory College will:**

- Require relevant prospective or current employees, volunteers, trainee students and College Committee of Management members to have working with children authority, and check the validity and appropriateness of any currently held notices, in accordance with Victory College'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.
- 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 to 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 College contact person who will be responsible for managing the working with child screening process and all related documentation and records.
- Keep written records of all the above actions, decisions and outcomes, including the dates of expiry for working with children authority.
- Ensure that all information in relation to working with children authority is kept confidential.
- Act to remind employees to keep their working with children authority up to date and apply for a renewal prior to expiry.
- Take appropriate action if an employee, volunteer, trainee student or school Committee of Management Member fails to submit a renewal application prior to their working with children authority expiring.

This commitment is evidence of Victory College's fulfilment of the requirements of *Schedule 1 s.2(6)(b)*.

## 8. HIGH RISK MANAGEMENT PLANS

Victory College 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. Victory College 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 Victory College's fulfilment of the requirements of *Schedule 1 s.2(7)*.

## 9. STRATEGIES OF COMMUNICATION AND SUPPORT

Victory College's commitment to making this Child Risk Management Strategy available to students, parents and employees via its College website is evidence of fulfilment of the requirements of *Schedule 1 s.2(8)(a)*.

Victory College is committed to training employees in relation to risks to students and will conduct this training regularly via informal updates at staff meetings and regular discussions between leadership and their staff, and this is evidence of fulfilment of the requirements of *Schedule 1 s.2(8)(b)*.

## 9. RESPONSIBILITIES

Victory 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 Victory College are responsible for acting in compliance with this Child Risk Management Strategy and related policies and procedures.

## **10. COMPLIANCE AND MONITORING**

Victory College is committed to the biennial review of this Strategy. Victory College will also record, monitor and report to the Committee of Management and others as appropriate regarding any breaches of the Strategy.

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