

## **Preamble**

St Brigid's Catholic Primary School, Rosewood is committed to high quality learning and teaching for the students enrolled at our school. We recognise that this is best achieved when children and young people feel safe and respected. We recognise that the protection of children is everyone's responsibility.

Our Child and Youth Risk Management Strategy (CYRMS) complies with the legal requirements of the *Working with Children (Risk Management and Screening) Act 2000* and the *Working with Children (Risk Management and Screening) Regulation 2020*. The CYRMS also adheres to the National Principles for Child Safe Organisations and the Catholic National Safeguarding Standards.

As a school within the Catholic Archdiocese of Brisbane we honour the Safeguarding Commitment of the Catholic Archdiocese of Brisbane. At this school, our commitment to the safety of students is founded within our belief in Christ. Our school charism is founded on Christ and the Mercy Charism and is embedded within the CYRMS, so it is a living practice for our students and families.

Our school's CYRMS references Brisbane Catholic Education (BCE) system wide policies and procedures which support the safety, protection and well-being of students and is contextualised to our school environment. For further information regarding St Brigid's CYRMS please contact Mia Curtis on (07) 5464 1563.

The CYRMS has been developed in consultation with the students and families at St Brigid's.

If a copy of any of the documents referred to below is required in another language or form for accessibility to a student or parent/carer, please contact the Principal of the school.

## **PART 1 – COMMITMENT, POLICIES AND PROCEDURES**

This section relates to the school's statement of commitment, policies and procedures for employees and volunteers and other personnel, that demonstrate our commitment to risk management for children and young people. The following outlines what St Brigid's has in place to meet the CYRMS mandatory requirements 1,2, 3 and 6 and aligns with the Catholic National Safeguarding Standards 1, 5 and 10.

### **1.1 Statement of Commitment**

- i. Our school's commitment statement is a natural extension of the Archbishop of Brisbane's Safeguarding Commitment Statement for the Archdiocese.
- ii. St Brigid's Statement of Commitment. St Brigid's is committed to the safety, development and wellbeing of all students during their educational experience at our school. St Brigid's respect for the dignity, self-esteem and integrity of every

child and young person forms part of our Christian belief that every person is made in the image of God and children and young people are entrusted to us by the love of God. We are committed to promoting an educational environment in which each child is safe, valued for their uniqueness and respected.

## **1.2 Codes of Conduct and Policies**

- i. BCE's codes of conduct, for employees, students, volunteers and other personnel (including parents/carers, clergy, religious and certain contractors), provides direction on the requirements and expectations on how those persons are to conduct themselves in any activities associated with St Brigid's. This includes particular provisions on what is acceptable or unacceptable behaviour when interacting with students. These Code of Conduct's reflect the principle that child protection is everyone's responsibility.
- ii. The school also follows other BCE policies and procedures that support the codes of conduct and are relevant to student safety.
- iii. Employees who work at St Brigid's are also bound to comply with BCE's Statement of Principles for Employment in Catholic Schools or the Statement of Principles for Employment in Catholic Education. Certain employees must also comply with other professional standards, for example, the Australian Professional Standards for Teachers and the Australian Professional Standards for Principals which describe effective, contemporary practice for teachers and principals.
- iv. The key documents are set out below.

### **1.2.1 BCE Employee Code of Conduct**

- i. The Catholic Education Archdiocese of Brisbane Code of Conduct (Code of Conduct) sets out the standard of behaviour required of all employees of BCE in the performance of their duties at St Brigid's. All BCE employees must comply with this Code of Conduct, including employees employed on a temporary, casual, fixed term or continuing basis.
- ii. This Code of Conduct gives particular attention to the requirement for those employees to act appropriately and professionally at all times in their interactions with students and observe appropriate physical, emotional and online boundaries with children. It further sets out employees' duties in relation to risk management and duty of care obligations to students.
- iii. The Code of Conduct is accessible on BCE's Public Website and Intranet, Spire. The Principal at St Brigid's is required to monitor completion of the Code of Conduct training for school employees. For new employees at the school this occurs at the time of induction and for all other employees this takes the form of annual ongoing training.

### **1.2.2 Student Behaviour Support Policy**

- iv. St Brigid's has developed a Student Behaviour Support Plan for the school, known as St Brigid's Student Behaviour Support Plan in consultation with all groups in the school community and in accordance with BCE's Student Behaviour Support policy and procedure. The Student Behaviour Support Plan is based upon a whole school positive behaviour for learning approach to support student behaviour in the school environment.
- v. St Brigid's uses Positive Behaviour for Learning (PB4L) – a framework for creating positive, safe and supportive school climates where students can grow and learn.

Our school community works together to establish expected safe behaviours and teach them to all students. The framework includes practices that aim to support a student to correct inappropriate or harmful behaviours towards other students, staff, other persons or the school environment. It also celebrates students achieving and demonstrating positive behaviours and safe behaviours.

- vi. St Brigid's Student Behaviour Support Plan reflects the shared values and expectations of the school regarding student behaviour support and encourages a supportive and safe Catholic school environment for all. The Student Behaviour Support Plan includes a student code of behaviour and information on formal sanctions and prevention and responding to bullying and harassment, guided by BCE's Student Behaviour Support policy and procedure. The Student Behaviour Support Plan is readily accessible to students and parents and is uploaded on the St Brigid's Website. [St Brigid's Catholic Primary School - Rosewood \(stbrigidsrosewood.qld.edu.au\)](http://stbrigidsrosewood.qld.edu.au)
- vii. Our school uses BCE's Engage Student Support System to track the behaviour of students and proactively support students' behaviour through data-based decision making. Our school is required to use the Engage Student Support System to document bullying/harassment incidents, alcohol and other drug related incidents, weapons incidents and all suspensions (both in school and out) for a period of one day or more. Schools are required to note a part time suspension on the student's school file.

### 1.2.3 Volunteer and Other Personnel Code of Conduct and Registration

- i. All volunteers and other personnel must complete and sign a Volunteer and Other Personnel Register form. The form requires these persons to declare if they are unable to work with children due to any disqualification, suspension or other restriction in regard to their Blue Card as set out in the Working with Children (Risk Management and Screening) Act 2000.
- ii. BCE has a Volunteer and Other Personnel Code of Conduct which outlines the standard of behaviour, which is required of volunteers and other personnel, (including parents/carers, clergy, religious and certain contractors). This code of conduct includes the need for volunteers and other personnel to think and act safely and to treat students, employees and other volunteers with respect.
- iii. St Brigid's takes the following actions to ensure that the BCE Volunteer and Other Personnel Code of Conduct is implemented in the school community:
  - all volunteers and other personnel are able to access a copy of the Volunteer and Other Personnel Code of Conduct on BCE's public website.
  - all volunteers and other personnel are required to comply with the Volunteer and Other Personnel Code of Conduct to continue their voluntary/professional engagement at the school.
  - all volunteers and other personnel have completed Student Protection and Code of Conduct Training for Volunteers and Other Personnel via the online training module Volunteers/Other Personnel Training located on the BCE public website.

## **PART 2 - CAPABILITY**

This section relates to procedures for recruiting, selecting, training and managing employees that enhance the safety and wellbeing of children and young people and the protection of children and young people from harm. It also outlines arrangements for the registering and management of volunteers and other personnel in our school.

The following outlines what St Brigid's has in place to demonstrate how it satisfies the CYRMS mandatory requirement 3 and aligns with Catholic National Safeguarding Standards 5 and 10.

## **2.1 Recruitment, selection and management of employees.**

- i. St Brigid's adheres to the requirements of BCE's policies and procedures in relation to employment which are contained in the Working with Children (Risk Management and Screening) Act 2000, Working with Children (Risk Management and Screening) Regulation 2020, Education (Accreditation of Non-State Schools) Act and Regulation 2017, and the Education (Queensland College of Teachers) Act 2005 when engaging employees. The BCE policies and procedures in regard to recruitment and selection of employees also adheres to the Catholic National Safeguarding Standard number 5.
- ii. St Brigid's recruits and selects employees who work with students in the school who are appropriately qualified and suitable for working with children and young people.
- iii. St Brigid's is responsible for employee recruitment, selection, training and management of employees in the school in partnership with personnel from the BCE office.
- iv. Principals and employees involved in staff recruitment, selection, training and management of employees at the school comply with the relevant BCE policies which are published on the BCE Intranet, Spire and include:
  - Recruitment, Selection and Appointment of Teachers procedure
  - Recruitment, Selection and Appointment of Brisbane Catholic Education Office Staff
  - Recruitment, Selection and Appointment of Middle Leaders
  - Recruitment, Selection and Appointment of Primary Learning Leaders
  - Recruitment, Selection and Appointment of Specialist positions – Guidance Counsellors, Speech Pathologists
  - Recruitment, Selection and Appointment (Acting Senior Leadership Positions in Schools)
  - Recruitment, Selection and Appointment of P – 12 Heads
  - Recruitment, Selection and Appointment of DPs, APs and APREs
  - Recruitment, Selection and Appointment of Principals.
- v. In advertising new positions for the school, the advertisement states that "This position involves working with children. The appointment of a successful applicant will be subject to satisfactory employment screening for child related employment in accordance with the law". It is also subject of positive assessment by robust reference checks and targeted interview questions in respect of child safe practices as relevant to the position.
- vi. Screening is taken seriously which includes (before commencing work or duties at a school):
  - All non-teaching employees working at St Brigid's are required to comply with the BCE Working with Children Check (Blue Card Screening) Procedure.
  - All non-teaching employees, volunteers and trainee students who work with students and who require a Working with Children Card (Positive Notice blue card) under the Working with Children (Risk Management and Screening) Act 2000, are required to obtain a Working with Children Card (Positive Notice blue card) and keep it current.

- All teachers must produce evidence of current teacher registration with the Queensland College of Teachers (QCT) before they commence work at St Brigid's.

## 2.2 Training of Employees

2.2.1 The Principal is required by BCE to ensure that all new BCE employees at St Brigid's are provided with induction training on the school's processes and procedures, the values and expectations of BCE and the standard of behaviour required of employees in their interactions with students. This induction training is aimed at supporting BCE and St Brigid's to provide an environment that is safe and supportive for students. The training provided includes, but is not limited to:

- i. All staff at St Brigid's must complete annual mandatory online and face to face training in BCE's Student Protection Processes. This training covers BCE's requirements under the Student Protection Processes in relation to reporting by employees of risk of harm to students, or suspicions or allegations, involving sexual abuse/likely sexual abuse, physical abuse, emotional abuse or neglect, as well as other inappropriate behaviour of staff, volunteers and other personnel towards students. New employees must complete this training prior to commencing work with students at the school.
- ii. In addition, mandatory induction training is provided for the school's newly appointed Student Protection Contacts, and refresher (every 2 years) and advanced skills (every 4 years), to upskill the Student Protection Contacts in receiving and managing disclosures of harm/abuse from students.
- iii. Privacy and Data Breach Awareness training undertaken by all employees annually as part of a suite of core compliance courses.

### 2.2.2 Further development of employees to Enhance Student Wellbeing and Safety

- i. BCE has available policies, processes and resources to support the pastoral care and wellbeing of students at St Brigid's. These are readily accessible to BCE employees on BCE's Intranet, Spire. The Principal at St Brigid's provides informal training, from time to time, at staff meetings and 'in service' days, so that employees at the school are aware of these policies.

Example policies and processes include:

- Student Wellbeing policy
- Student Diversity and Inclusion policy
- School Uniform policy
- Pastoral Care and Student Wellbeing Position and statements
- Students in out-of-homecare (OHCC)
- Natural Disasters
- Critical Incidents
- Catholic Perspectives across the Curriculum
- Preventing and Responding to Student Bullying and Harassment policy and procedure
- Alcohol and other Drug related incidents procedure
- Exclusion procedure
- Detention procedure
- Suspension procedure
- Negotiated change of school procedure
- Physical Interventions procedure

- Police Interventions in Schools procedure
  - Weapons in Schools procedure
  - Manual Handling of Students procedure
  - Suicide Intervention Prevention and
  - Managing Non-suicidal self-injury in students' procedure
  - Students with Disability
  - Student Attendance policy and procedure
  - Management of actual or perceived aggression (MAPA)
  - Positive Behaviour for Learning (PB4L)
  - Social Media policy
  - Student Behaviour Support policy and procedures
  - Template for the School Behaviour Support plan
  - Guidelines for informed consent for guidance counsellors
  - GC Management of Confidential Information procedure
  - Engage Strategy
  - Transitions – career development P-12
  - Youth Support Coordinator Initiative (YSCI)
  - Students with disability processes, guidelines and resources
  - Guidelines and support plan for students who are gender diverse.
- ii. BCE has a Student Wellbeing Team which supports St Brigid's in the pastoral care and wellbeing of students at the school and develops strategies, policies and procedures to assist the school and students. St Brigid's employs a School Guidance Counsellor to work with students, parents and employees and provide pastoral care, personal safety strategies, support for marginalised students and support for students who may be at risk of being harmed.
- iii. BCE has a number of university partnerships which may provide additional psychological services to students and their families together with professional learning for employees regarding a Catholic perspective on relationships and sexuality education.

### **2.3 Management of Employees**

- i. The Principal of St Brigid's is responsible for the management of an employee's behaviour in the first instance and with the support of BCE when appropriate. This includes recognising behaviour and work practices that champion student safety and respect as well as responding promptly to any behaviours or practices that do not support student safety or is, or likely to be, harmful or abusive to a student. The process for the managing or employee's includes annual appraisals, goal setting, recognition and awards, performance enhancement and management, complaint management and disciplinary procedures when relevant.
- ii. Where there is a complaint or allegation in relation to an employee of inappropriate behaviour unsatisfactory performance or misconduct involving a student, the Principal will follow the Staff Complaints Management procedure and Staff Misconduct procedure that sets out a clear and consistent process for handling complaints and allegations of misconduct involving employee behaviour towards or with a student.
- iii. BCE provides the Employee Assistance program which offers free and confidential counselling to employees at the school who require support.

- iv. BCE promotes the capacity of employees to contribute to the mission of our organisation through ongoing professional development and professional learning. The BCE Performance and Development policy, and the Planning and Performance Framework, guide individual performance and development which is undertaken at all levels throughout the organisation. The Leadership Capability Framework articulates the requirements for BCE employees to model and promote a culture where student protection is the responsibility of everyone.

**2.4 Managing volunteers and other personnel, engaged by the school to provide a service to students, eg: parent or other volunteers, clergy, religious and certain contractors.**

- i. In the life of school activities it is common for volunteers, parents, carers, clergy, religious, guest speakers and individual contractors such as swim instruction, music or dance teachers, to support the education of students by the school engaging such persons in school activities with students. Consistent with PART 1 of this CYRMS St Brigid's ensures such persons are appropriately screened, trained, supervised and supported to carry out those roles safely with students and all involved.
- ii. To ensure these opportunities and activities are a safe and positive experience for students and all involved the Principal is responsible for ensuring that the requirements under 1.2.3 above in this strategy document are adhered to. This includes ensuring the relevant persons have access, and adhere to, the Volunteer and Other Personnel Code of Conduct, receive induction training and relevant screening requirements are completed.
- iii. The Principal is further responsible for ensuring that the necessary directions and support are provided to volunteers and other personnel so they may carry out their role. This includes ensuring they are aware that they are expected to report any concerns about student safety or abuse/harm under the Volunteer and Other Personnel Code of Conduct and they know who to report this to.
- iv. BCE has developed a Contractor Induction Manual to give contractors information on BCE's Workplace Health and Safety Contractor Management System at BCE schools, so that contractors working at St Brigid's play their role in maintaining a safe environment for students.
- v. The Principal is responsible for responding to any concerns, allegations or complaints arising from the behaviour of a volunteer or other personnel and reporting any such behaviour, if required, to BCE and/or relevant external authorities.
- vi. The student's safety is a paramount concern when responding to a concern, allegation or complaint involving a student.
- vii. If a concern/allegation/complaint involves a person from an external organisation, (such as a member of clergy, a religious, an agency contractor), the Principal and BCE will engage with the relevant authority for that person; for example the relevant leader of a Catholic Diocese or Religious Congregation, the Head of another faith entity or a Director of a camp or retreat centre.

## **PART 3 – CONCERNS, DISCLOSURES OR SUSPICIONS OF HARM**

This part relates to policies and procedures for how the school responds to disclosures, concerns or suspicions of harm to a student. The following outlines the strategies St Brigid's has in place to meet the CYRMS mandatory requirements and aligns with the Catholic National Safeguarding Standards 2, 5,6 and 10.

### **3.1 Student Protection Processes**

- i. BCE's [Student Protection Processes](#) provide a process for all employees who work at St Brigid's to recognise, respond and report allegations or suspicions of:
  - sexual abuse/likely sexual abuse of students;
  - harm or risk of harm to students caused by physical abuse, sexual abuse, emotional abuse or neglect; and
  - inappropriate behaviour of staff towards students.
- ii. Employees are also informed that it is a crime:
  - for certain people not to protect a child from a known risk of sexual offending; and/or
  - to fail to report sexual offending against a child in the absence of a reasonable excuse.
- iii. Training in relation to how these laws apply in our school and the procedures for responding to any such matter are provided to all employees as set out above in this document.
- iv. The Student Protection Processes have been developed in accordance with the requirements of the *Education (Accreditation of Non-State Schools) Act and Regulation 2017*, the *Education (General Provisions) Act 2006 and Regulation 2017*, the *Working with Children (Risk Management and Screening) Act 2000 and Working with Children (Risk Management and Screening) Regulation 2020*, the *Child Protection Act 1999* and the *Education (Queensland College of Teachers) Act 2005*. The *Student Protection Processes and Guidelines Catholic Education Archdiocese of Brisbane* document is reviewed and republished in keeping with the Queensland Catholic Education Commission template that was developed in collaboration with BCE and other Catholic employing authorities. The BCE processes are approved by the Non-State Schools Accreditation Board.
- v. The Student Protection Processes are also underpinned by the Brisbane Catholic Education *Student Protection Policy (2020)*. The Student Protection Processes satisfy relevant requirements under the *National Catholic Safeguarding Standards*. In 2021 the review of the Student Protection Processes included the addition of relevant information regarding failure to protect and failure to report provisions of the Criminal Code Act 1899. A dedicated training module as well as updates to the annual student protection training module were implemented.

### **3.2 School Student Protection Contacts**

- i. In accordance with the *Education (Accreditation of Non-State Schools) Regulation 2017*, St Brigid's has four stated staff members to whom a student can report behaviour of another staff member that the student considers is inappropriate. They are known as Student Protection Contacts.
- ii. The Principal is a Student Protection Contact at the school. The other Student Protection Contact are/is a staff member at the school, Mia Curtis, Louise Steed & Renee Moore These nominated persons may be contacted through the school office. The role of the Student Protection Contact is to receive complaints and



- allegations from staff and students and to make or assist staff to make all reports as outlined in BCE's Student Protection Processes. The identity of the St Brigid's Student Protection Contacts is made known to employees, students, volunteers and parents by publishing their details on the school's website and for example in school newsletters, on posters in the school and at parent information nights.
- iii. Information about the Student Protection Contacts and requirements for their appointment is detailed within the BCE's Student Protection Processes.

### **3.3 Employee Relations and Student Protection Team**

- i. BCE's Employee Relations and Student Protection Team are a support resource for our school and have expertise in the field of risk assessment and risk management, child protection and staff professional standards.
- ii. The Advisors and Officers of the Employee Relations and Student Protection Team:
  - Assist our school base employees to identify whether there is a reasonable suspicion of abuse, harm and/or staff other inappropriate behaviour towards a student.
  - Offer support and guidance during and after a matter involving student protection and/or staff inappropriate behaviour.
  - Assist our school base employees to appropriately report or refer families to Department of Child Safety or other service providers, and
  - Develop and facilitate professional learning for our school-based employees.

### **3.4 Supports**

The school has available supports, if required, for students, families and staff if they are impacted upon by a disclosure or suspicion of harm. It may be appropriate that such supports are provided through the school or BCE resources, or external supports may be required.

### **3.5 Reporting**

- i. The Code of Conduct for Employees has been updated, and school employees have received ongoing training, to reinforce that the protection of students and reporting of concerns/allegations is everyone's responsibility.
- ii. On receipt of a disclosure or suspicion of harm to a student an assessment is made as to whether a State Authority Report is required. If such a report is required, the following will occur:
  - Reports are made to the Department of Children, Youth Justice and Multicultural Affairs for harm/risk of harm to a student caused by sexual abuse, physical abuse, emotional abuse or neglect where a parent is not able and willing to act protectively
  - Reports are made to the Queensland Police Service in relation to allegations or reasonable suspicions of sexual abuse/likely sexual abuse of a student.
  - Reports required under the *Criminal Code Act 1899* which are not made under mandatory reporting obligations are made to the Queensland Police Service. A dedicated form has been developed to assist adults to meet their responsibility to report a child sexual offence.
- iii. If a disclosure or suspicion of harm relates to inappropriate behaviour of a paid employee, a volunteer or other personnel, at the school towards a student, the matter will be managed by the Principal, with support from BCE's Employee Relations and Student Protection Team, as appropriate in respect to the school environment.

- iv. The school provides training for employees on how to respond to disclosures and suspicion of harm. This includes:
- All school-based employees must complete annual mandatory Student Protection Training. The Principal ensures that all employees are compliant with this training.
  - All school-based volunteers and other personnel are informed of how to raise a concern if they hear about, or receive any information in any other form, that may involve a disclosure or suspicion of harm to a student. Further, they are required to complete the Student Protection and Code of Conduct Training for Volunteers and Other Personnel (also refer to section 1.2.3 above).

### **3.6 Accessibility of Information**

The school ensures information is accessible to students, parents, employees, and volunteers and other personnel, to inform them on how to raise a concern, allegation or complaint involving the safety of a student. This includes:

- i. The Student Protection Processes are readily available for employees, parents, students and carers and St Brigid's has the link to the Student Protection Processes on our school website. Our school has a local school-based flowchart to ensure all employees understand how a student protection concern is to be communicated and managed in accordance with the Student Protection Processes.
- ii. BCE has processes to enable employees at St Brigid's to document and report student protection concerns and inappropriate behaviour of staff member, volunteer or other personnel towards a student. This is achieved through the Brisbane Catholic Education Student Case Management System (SPCMS). This SPCMS also facilitates electronic submission of State Authority Reports to the relevant state authority.
- iii. BCE has a complaints procedure to enable parents or students at St Brigid's to make a complaint that the school has not complied with the Student Protection Processes. Parents or students may make a complaint via the Record of Complaint about Non-Compliance with BCE's Student Protection Processes located on BCE's public website. BCE and Principals are required to handle these complaints in accordance with BCE's Procedure for Handling Complaints about Non-Compliance with BCE's Student Protection Processes.

### **3.7 Review of policy breaches**

BCE undertakes a system review for serious breaches of policy, including to identify any system improvement to policy, procedure or training and address any additional training requirements for individuals.

## **PART 4. – RISK MANAGEMENT**

This part relates to how St Brigid's identifies and manages risks to students through risk management plans and responds to any breach of those plans or the CYRMS. This demonstrates the school's strategies to meet the mandatory CYRMS requirements 5 and 7 and aligns with the Catholic National Safeguarding Standards as 1, 5, 6 and 10.

#### 4.1 Regular Strategies to Minimise Risks of Harm

- i. Our school undertakes regular risk assessments and management strategies as part of our daily education program during school days and activities. In this regard we apply the Australian standards for risk assessments and our risk assessments are supported by relevant BCE Policy and Procedures. Further information about the risk assessments is available through the school principal.
- ii. The record of each risk assessment and risk management plan undertaken are kept at the school so they may be properly followed, and are subject of internal BCE checks, and available for Blue Card Services to review/audit if requested.
- iii. The school's regular risk assessments include, but not limited to, the following activities:
  - Adequate supervision of students
  - Supervision arrangements
  - Playground supervision
  - Drop Off and collection of children
  - Procedure followed in the event a child is not collected
  - Procedure to be followed in the event a person responsible for the collection of a child is deemed unable (for example, intoxication)
  - Emergency and critical incidents
  - Fire/Lockdown incidents
  - Engaging with and managing Visitors/Outsiders
  - Use of Media/Communications
  - Use of Computer/Internet
  - Guidance Counselling Services
  - Transport of students by staff
  - Transporting of students by students
  - Injuries, allergies or illnesses

In respect of Bathrooms and Toilets.

- Student toilet areas are visible from classrooms.
- Students are required to always have a partner if they are using the facilities during class time.
- Students are required to wait outside the toilets for their partner before returning to class.
- Staff regularly monitor children entering and exiting the school toilets.
- Designated disabled toilets are for use by parents/volunteers.
- Should a teacher need to enter the toilet area, they will announce their entry and ensure privacy for any child using the toilets.
- Staff entering should be accompanied by another staff member.
- When on excursions or at swimming lessons, an adult accompanies the students and goes in ahead of the students to check that the area is safe.
- Should a teacher need to enter the toilet area, they will announce their entry and ensure privacy for any child using the toilets.
- Staff entering should be accompanied by another staff member.

**St Brigid's has implemented the following strategies:**

- a. Students and staff have received clear guidelines in relation to student use of bathrooms and toilets.
  - b. Guidelines and directions ensure the privacy of children and young people while allowing for appropriate supervision, e.g. announcing entry to the room and avoiding being alone with a child in these locations.
  - c. The BCE Code of Conduct for employees provides direction on this area and employees are informed of these provisions.
  - d. Parents and carers have been informed of the above.
- In respect of devices used to take photos of students.

**St Brigid's has implemented the following strategies:**

- a. The BCE Code of Conduct reinforces how staff are to manage how and when photos are taken of students and the use of devices and social media in regard to student photos.
  - b. Staff are informed of what is acceptable practice and the approved procedures regarding student photos.
  - c. The Principal has provided a direction to staff that they are not to use personal devices for taking photos of students unless authorised by the Principal and the photo must be removed from the personal device onto the school device as soon as practical. Parents and carers have been informed of the above.
- iv. Confidential management of student information - School employees are required to handle private and confidential information in relation to students and parents/guardians in accordance with the BCE Privacy Policy and BCE Code of Conduct.
  - v. Online safety training is completed by students studying Industrial Design Technology and Hospitality. This safety training assists teachers to ensure that students receive consistent safety training for the use of high-risk equipment in these curriculum areas.
  - vi. Curriculum Activity Risk Management procedures  
Curriculum Activity Risk Management procedures have been developed to identify risks associated with the delivery of specific teaching activities including Visual Arts safety, Food Technology safety, ITD safety and Science safety. Further information on such procedures is available by contacting the Principal
  - vii. Alternative Education Provision (AEP) - To ensure a safe school environment when managing interruptions to on site learning, for example during the COVID 19 pandemic, St Brigid's will implement government and BCE guidelines and resources. In such situations the school based Critical Incident Management Team will implement local: protocols, for example but not limited to -modification to arrangements for school drop off and pick up or playground usage, home based learning and adjustments to assemblies, liturgies, school excursions. Microsoft Teams are established as the platform used to facilitate AEP, including home based learning, and to build collaboration and connection providing alternative facilitation of liturgies, staff meetings, assemblies and school tours.

## 4.2 A risk management plan for high-risk activities and special events

- i. When undertaking a more high-risk activity or special event (for example a fete, overnight camp/retreat), our school identifies any specific potential risks relevant to that activity in the risk assessment undertaken and considers mitigating strategies for the safety and wellbeing of students and the risk of harm to students. This is documented in the risk management plan for each high-risk activity and secured at the school.
- ii. St Brigid's refers to information in relation to risk assessments for various activities and risk assessment tools provided on BCE's Intranet, Spire.
- iii. Information about the risk assessments for high-risk activities are accessible by contacting the Principal.
- iv. The Health and Safety Team at BCE provides support to our school, if requested, to help us carry out risk assessments and develop and implement a risk management plan. In addition, a dedicated Workplace Health and Safety Officer ("WHSO") is employed at St Brigid's (who is required to complete a Certificate 4 in Workplace Health and Safety within 12 months of commencing the role). The WHSO's role is to co-ordinate risk assessments at our school and support the Principal in carrying out the health and safety responsibilities under legislation. BCE provides training and updates to the WHSO.
- v. In developing a high-risk strategy/plan St Brigid's takes into consideration the context of the activity or event including:
  - the nature of the activity and the objectives in conducting it
  - the environment or location of the activity
  - the stakeholders involved in the activity including children and young people
  - identify the specific risks and identify the control measures that are already in place and whether additional controls are required.
- vi. If relevant, the following issues are also considered:
  - Transportation
  - Toileting/change room procedures
  - Ensuring appropriate supervision of children and ratios of adults to children
  - Ensuring appropriate supervision of volunteers
  - A media consent process in relation to photographs
  - Managing medications and allergies
  - Managing illness/injury
  - Emergency/lockdown procedures
  - Relevant consent forms, including emergency contact details
  - Procedures or processes applying to visitors
  - Any risks presented by the physical environment
  - Accommodation and supervision requirements.
- vii. The school's risk assessments for high-risk activities are kept at the school so they may be properly followed and are subject of internal BCE checks and available for Blue Card Services to review/audit if requested.

### 4.2.1 Risk Management for Excursions and Fetes as high-risk activities:

- i. The Principal is responsible for approving all excursions and fetes. Key elements include:
  - The Principal has reference to BCE forms and fact sheets to assist in identifying, assessing and managing risks associated with excursions, for example, the Excursion Safety Procedure, and Excursion and Incursion Risk

Assessment Guideline, an OH & S Fact Sheet: Excursions, OH & S Standard - Risk Management Form and the Risk Assessment Template Form.

- The Principal completes the Risk Assessment Template Form prior to each excursion. This form specifies that in carrying out a risk assessment, student protection risks must be assessed and managed.
- The Principal utilises BCE's International Travel procedures to assist in planning for the safety of students participating in international travel.
- The Principal completes the BCE Fete Safety Planning prior to a fete taking place. This Fete Safety Planning Checklist assists the Principal in managing the health and safety risks of conducting a fete.
- The Principal accesses links to relevant information provided on BCE's Health and Safety Portal, to assist in the risk assessment and management process, including the Fireworks Checklist, Mobile Amusement Device Checklist, Contractors Workplace Health and Safety Agreement and information on the hygienic handling of food.
- The Principal uses a Contractor Agreement – School Fete which among other things warrants that all the contractor's personnel and approved subcontractors who interact with children and young people at the Fete hold a current Positive Notice blue card and it has no knowledge or reason to believe that any of its personnel or approved subcontractors may have acted inappropriately towards children or young people.

#### **4.3 A plan for managing breaches of the Child and Youth Risk Management**

- i. BCE and St Brigid's Rosewood both have their own CYRMS. BCE and our school take any breach of the CYRMS seriously.
- ii. BCE has a Student, Parent and Guardian Complaints Management Policy and Procedure which is accessible on the school and BCE website or by contacting the Principal. Under this process, any breach of the Strategy may be dealt with as follows:
  - if the alleged breach relates to the actions of an employee, this will be managed, as appropriate, in accordance with the BCE Staff Complaints Management procedure, the BCE Staff Misconduct procedure or Unsatisfactory Performance procedure;
  - if the alleged breach relates to a report of inappropriate behaviour of a staff member towards a student, this will be managed in accordance with the process set out in the Student Protection Processes;
  - if the breach relates to a complaint made via the Record of Complaint about Non-Compliance with BCE's Student Protection Processes, that complaint will be dealt with in accordance with the Procedure for Handling Complaints about Non-Compliance with BCE's Student Protection Processes;
  - if the breach relates to the actions of a volunteer or other personnel, it will be dealt with similarly to the procedures set out in the Student Protection Processes or complaints procedures, as appropriate; and
  - if the breach relates to the action of a contractor this will be managed in accordance with BCE's contract with the contractor.
- iii. Details regarding management of any breach, including who manages the breach, are contained in the procedures mentioned above. All records about individual concerns or incidents are kept confidentially in BCE business information systems.

## **PART 5 - CONSISTENCY**

To support our school's safeguarding commitment and practices the school ensures consistent application of its legal requirements under Chapter 7 and 8 of the *Working with Children (Risk Management and Screening) Act 2000*. This includes consistency in our management of the working with children card and ensuring we have strategies in communication and support to members of the school community. The following outlines the school's application of this CYRMS mandatory requirement 6 and aligns with the Catholic National Standards 1, 2, 3, 4 and 10.

### **5.1 Working with Children Card (Positive Notice blue card) Requirements and Employee and Volunteer Register**

- i. St Brigid's complies with BCE's Working with Children Check (Blue Card Screening) Procedure (The Procedure) which details BCE's requirements in accordance with the *Working with Children (Risk Management and Screening) Act 2000* to ensure that required personnel hold a Working with Children Card (Positive Notice blue card).
- ii. All non-teaching employees, volunteers (unless exempt) and trainee students who work at St Brigid's with children under 18 years of age are required by our school to obtain working with children clearance and hold a Working with Children Card (Positive Notice blue card) before an offer of employment is made and prior to working with children.
- iii. The 'No Card, No Start' provisions apply to:
  - all school-based BCE employees who are not registered with either the Queensland College of Teachers or the Australian Health Practitioner Regulation Agency
  - volunteers (who are not parents of children attending the school)
  - preservice teachers undertaking practical experience as part of compulsory academic course requirements
  - self-employed people, paid employees and volunteers whose usual duties include, or are likely to include, the teaching, coaching or tutoring of a child, on a commercial basis
  - students who undertake formal traineeships as part of their studies which involve work in child related employment, including conducting sport and recreation activities directed at children; and
  - school board members (excluding current parents on a board at their own child's school).
- iv. BCE records Working with Children Card (Positive Notice blue card) information for all paid employees. St Brigid's maintains a register of all employees required to hold a Working with Children Card (Positive Notice blue card) or exemption card and is responsible for linking the employee to the school via the Blue Card Services Organisation Portal.
- v. St Brigid's maintains a register for all volunteers, including those who are exempt from holding a Working with Children Card (Positive Notice blue card). This will generally be volunteering parents of a child attending the school. Volunteers who require a Working with Children Card (Positive Notice blue card) under the *Working with Children (Risk Management and Screening) Act 2000* must obtain the Working with Children Card (Positive Notice blue card) before commencing volunteer work and need to be linked by the school via the Blue Card Services Organisation Portal.

## 5.2 Procedures for reviewing the CYRMS

- i. To ensure that St Brigid's CYRMS remains current and effective, this strategy is monitored and reviewed annually. Also, in the event that St Brigid's identifies concerns, particularly following an incident, St Brigid's CYRMS will be reviewed, and any actions documented. Issues to be considered in the review may include:
  - whether BCE and school policies and procedures were followed
  - whether any incidents/concerns relating to risk management regarding children and young people occurred
  - the effectiveness of the process used to manage any incidents
  - the effectiveness of BCE's and St Brigid's policies and procedures in preventing or minimising harm to children and young people; and
  - the content and frequency of training in relation to BCE's or St Brigid's CYRMS.
- ii. Following the review, employees, parents and volunteers at St Brigid's are advised of any significant changes to BCE's or St Brigid's policies and procedures as a result of the review and appropriate training will be provided.

## 5.3 Strategies for communication and support *(mandatory requirement 8)*

- i. To ensure accessibility and supportive information/training on the CYRMS the Principal implements and communicates St Brigid's CYRMS to employees, parents/carers, volunteers and other personnel. This includes:
  - Placing the school's CYRMS on the school's website;
  - Providing a printed copy upon request;
  - Providing training to the school's employees on the School's CYRMS
  - Requesting volunteers and other personnel to review the CYRMS; and
  - Ensuring the mandatory training in respect of student safety as referred to in this document is adhered to.