Student Protection Policy

Child Safety Legislative Changes and Policy Updates

Our Student Protection Policy has been updated to reflect:

- Legislative changes:
  - Updated National Quality Standard wording.
  - Mandatory child safety training now required for all staff, volunteers, and contractors.
  - New rules around digital devices in classrooms and online environments.
  - Queensland Child Safe Standards now embedded into culture and leadership.
- Policy updates I made:
  - Added mandatory training requirements for all staff and volunteers.
  - Rewrote procedures for reporting physical and sexual abuse to make them clear, practical, and legally compliant.
  - Strengthened guidance on safe use of digital technologies.
  - Included explicit staff responsibilities under the Criminal Code Act 1899 (Qld).
  - Ensured alignment with Child Safe Standards across leadership, governance, and everyday practices.

Purpose

The purpose of this policy is to provide written processes for:

- how Parklands Christian College will respond to harm, or allegations of harm, to students under 18 years; and
- the appropriate conduct of the College's staff and students, in compliance with the *Education (Accreditation of Non-State Schools) Act 2017 (Qld)* and other relevant legislation.

This policy applies to all staff, students, volunteers, contractors, and visitors, and reflects the College's commitment to child safety and wellbeing as part of our Christian ethos.

Context

From 1 January 2026, child safety legislation changes in Australia will include new wording in the National Quality Standard for early childhood education and care, mandatory child safety training for all staff, and new rules regarding the use of digital devices.

Additionally, Queensland schools must comply with the new Child Safe Standards, designed to embed child safety into organisational culture, leadership, and everyday practices. Parklands Christian College is committed to aligning with these standards and to maintaining a culture in which the safety, wellbeing, and participation of all students are paramount.

Scope

This policy applies to all:

- Students enrolled at Parklands Christian College;
- Employees (full-time, part-time, permanent, fixed term, and casual);
- Contractors, volunteers, pre-service teachers, and individuals on work experience or vocational placements; and
- Members of the College Governing Body and Executive Leadership Team.

Definitions

Harm	As defined in section 9 of the *Child Protection Act 1999*, harm is any detrimental effect of a significant nature on the child's physical, psychological, or emotional wellbeing, caused by physical, psychological, or emotional abuse or neglect, or by sexual abuse or exploitation. Harm may result from a single act or a series of acts, omissions, or circumstances.
Child in Need of Protection	Defined in section 10 of the *Child Protection Act 1999* as a child who has suffered, is suffering, or is at unacceptable risk of suffering significant harm and who does not have a parent able and willing to protect them.
Sexual Abuse	Defined in section 364 of the *Education (General Provisions) Act 2006* to include sexual behaviour involving coercion, exploitation, threat, or violence, or occurring where there is a power or maturity imbalance.
Physical Abuse	Non-accidental physical acts causing harm or potential harm, including but not limited to pinching, hitting, shaking, or other forms of injury.

Policy

Alignment with the National Child Safety Guidelines (2026)

Parklands Christian College is committed to upholding the National Principles for Child Safe Organisations, which have been adopted into Queensland legislation as the 10 Child Safe Standards from 1 January 2026. These standards guide our policies, culture, and daily practice to ensure the safety, wellbeing, and participation of every child and young person.

Our Child Protection Policy, together with related procedures (including the *Student Images and Video Procedure*, *Child Risk Management Strategy*, and *Staff Code of Conduct*), align with the following 10 standards:

1. Child safety and wellbeing are embedded in organisational leadership, governance, and culture.
2. Children and young people are informed about their rights, participate in decisions affecting them, and are taken seriously.
3. Families and communities are informed and involved in promoting child safety and wellbeing.
4. Diversity is respected and equity is upheld.
5. People working with children and young people are suitable and supported to ensure child safety and wellbeing.
6. Processes for complaints and concerns are child focused.
7. Staff and volunteers are equipped with the knowledge, skills and awareness to keep children and young people safe through ongoing education and training.
8. Physical and online environments promote safety and wellbeing while minimising the opportunity for harm.
9. Implementation of the Child Safe Standards is regularly reviewed and improved.
10. Policies and procedures document how the organisation is safe for children and young people.

Parklands Christian College will regularly review this policy and related procedures to ensure ongoing compliance with the Child Safe Standards, legislative changes, and sector best practice.

Responsibilities Under the Criminal Code Act 1899 (Qld)

All staff, volunteers, and contractors have a legal responsibility under sections 229BB and 229BC of the *Criminal Code Act 1899 (Qld)*. It is a criminal offence for any adult to:

- Engage in sexual activity with a child under 16 years; or
- Groom a child under 16 years for sexual activity.

Staff must report any suspected breaches immediately, in accordance with this policy and mandatory reporting obligations. Failure to comply may result in **criminal prosecution**, as well as disciplinary action by the College.

Health & Safety

The College has written processes in place to comply with the *Work Health and Safety Act 2011 (Qld)* and the *Working with Children (Risk Management and Screening) Act 2000 (Qld)*. These include ensuring that all adults engaged with students hold valid Working with Children (Blue Card) clearance and that the College environment remains physically, emotionally, and digitally safe.

Responding to Reports of Harm

When the College receives any information alleging harm (other than harm arising from physical or sexual abuse) to a student, it will deal with the situation compassionately, confidentially, and fairly to minimise any further harm.

Such matters are managed in accordance with the Student Risk Management Strategy and internal

support processes, which may include well-being support, parental engagement, and referrals to external support agencies.

Information about physical or sexual abuse will be managed according to the mandatory reporting obligations outlined below.

Conduct of Staff and Students

All staff, volunteers, and contractors must ensure that their conduct towards and relationships with students reflect appropriate professional boundaries and proper standards of care. Staff, contractors, and volunteers must not cause harm to students or engage in behaviour that could be perceived as grooming, harassment, or intimidation.

All students are expected to treat each other, staff, and visitors with respect and to follow the College's behavioural expectations consistent with our Christian values.

Reporting Physical and Sexual Abuse

If a student considers the behaviour of a staff member to be inappropriate, the student should report the behaviour to:

Acting Principal	Mrs Charlotte Kruger
Head of Senior School	Ms Rebecca Wallis
Head of Middle School	Mr Colin Elvery
Head of Primary School	Mrs Anne-Maree Kingston
Head of Learning Enrichment & Responsible Thinking Classroom	Mrs Joanne Anderson
Social Workers	Mr Justin Crawford Mrs Gabrielle Werner

Students and parents are encouraged to report concerns promptly. Reports will be managed under the College's Dispute Resolution Policy and in accordance with privacy obligations

Procedure:

1. Submit a written report detailing:
    a. Name of the person reporting;
    b. Name, age, and sex of the student concerned;
    c. Details of the abuse or suspected abuse;
    d. Identity of the alleged perpetrator(s); and
    e. Any additional relevant information
2. Submit the report immediately to:
    a. The Principal, or
    b. The College Board, if the Principal is unavailable or implicated.

3. The Principal or Board Director must immediately provide a copy of the report to a police officer.
4. Delegation under section 366B may allow a qualified individual to receive reports but this delegate must comply with all reporting obligations.
5. All reports are handled confidentially, and staff must not be involved in investigating a report in which they are the alleged perpetrator. Support for the child and family is coordinated per the Child Risk Management Strategy.

Mandatory Child Safety Training

All staff, volunteers, and contractors must complete mandatory child safety training covering:

- Identifying harm;
- Reporting and responding procedures;
- Professional boundaries;
- Digital safety protocols; and
- Cultural safety and inclusion.

Completion of training is a condition of employment at or engagement with the College.

Safe Use of Digital Technologies and Devices

Parklands Christian College is committed to ensuring the **safe and responsible use of digital technologies** in line with the **2026 child safety reforms**, the **National Quality Standard**, and the **Child Safe Standards**.

- **Device Use**:

  Staff, volunteers, and contractors may **only use service-issued College devices** when interacting with students using digital technology. Use of personal devices is restricted except in approved, exceptional circumstances.

- **Consent and Privacy**:
  All digital interactions, including photographing, filming, or sharing student work, must follow the College's **Student Images and Video Procedure**, which outlines consent, storage, deletion, and authorised use requirements.
- **Supervision and Safety**:
  Students' use of digital devices and online platforms will be **supervised and guided** to ensure safety, inclusivity, and responsible behaviour.
- **Monitoring and Governance**:
  Any use of surveillance or monitoring devices will be managed with regard to **child safety, privacy, and consent**.
- **Training and Compliance**:
  All staff are trained in digital safety protocols as part of **mandatory child safety training**.
- **Student Images and Video Procedure**:
  This procedure applies to all activities involving the capture, use, or publication of student images, video, or other online content. It ensures consistent compliance with legislative requirements, College policies and standards, and upholds child-safe and privacy best practices, for all activities involving images, video, or online content related to students. This ensures consistent compliance with legislative requirements, College standards, and child-safe practices.

Embedding Child Safe Culture

In line with Queensland's **Child Safe Standards**, the College is committed to embedding a culture where child safety and wellbeing are prioritised in every aspect of our operations. This includes:

1. **Embedding Child Safety in Leadership, Governance, and Culture**
   Our leaders actively model and promote child-safe values and ensure that child safety is a shared responsibility across the College community.
2. **Empowering Children and Young People**
   Children are supported to express their views and participate in decisions that affect them, with their voices genuinely heard and acted upon.
3. **Creating Culturally Safe Environments**
   We are committed to equity, inclusion, and the cultural safety of Aboriginal and Torres Strait Islander children and all students from diverse backgrounds.
4. **Respecting Equity and Diversity**
   All children are valued and respected, regardless of their abilities, identities, or circumstances.
5. **Ensuring Suitable People Work with Children**
   Robust recruitment, screening, and supervision practices ensure that all staff and volunteers are suitable to work with children.
6. **Providing Ongoing Education and Training**
   Staff, volunteers, and leaders are equipped through regular training to understand, identify, and respond to child safety risks.
7. **Creating Safe Physical and Online Environments**
   We identify, assess, and manage risks to child safety across all College environments, including online spaces.
8. **Engaging Families and Communities**
   Families and the wider College community are informed, involved, and supported to promote child safety and wellbeing.
9. **Managing Child Safety Concerns Responsibly**
   Clear processes are in place for responding to and reporting concerns, complaints, and allegations involving child safety.
10. **Continuous Review and Improvement**
    The College regularly reviews and improves its child safety systems, policies, and practices to ensure effectiveness and alignment with current standards.

Responsibilities Under the Criminal Code Act 1899 (Qld)

The Criminal Code Act 1899 includes two offences that pertain to the failure to report a child sexual offence and the failure to protect a child against a child sexual offence. A child sexual offence is an offence of a sexual nature by an adult against a child under 16 years or a person with an impairment of the mind.

Failure to Report 13

Under section 229BC of the Code, all adults, including students 18years or older, parents/guardians and volunteers of the school must report sexual offences against a child by another adult to police as soon as reasonably practicable after the belief is, or ought reasonably to have been, formed. Failure to make a report, without a reasonable excuse, is a criminal offence. A reasonable excuse not to make a report under the Criminal Code Act 1899 includes that a report has already been made under the Education (General Provisions) Act 2006 (reporting sexual abuse or likely sexual abuse) and the Child Protection Act 1999 (reporting significant harm or risk of significant harm) as per this policy.

Failure to Protect14

Under section 229BB of the Code, all adults in positions of power or responsibility within institutions to reduce or remove the risk of child sexual offences being committed must take reasonable steps to protect children in their care from a child sexual offence. A failure to protect is an offence.

Awareness

The school will inform staff, students and parents of its processes relating to the health, safety and conduct of staff and students in communications to them and it will publish these processes on its website. In addition, information on Student Protection can be located via the staff intranet, brochures and hard copies in Student Services and the RTC, and links in the school newsletter.

Training

The school will train its staff in processes relating to the health, safety and conduct of staff and students on their induction and will refresh this training annually. Training includes a face-to-face Student Protection Summary session and mandatory participation in the ISQ online Child Protection Training Course.

Implementation

The school will ensure it is implementing processes relating to the health, safety and conduct of staff and students by auditing compliance with the processes annually

Accessibility of Processes

Processes relating to the health, safety and conduct of staff and students are accessible on the school website and will be available on request from the school administration.

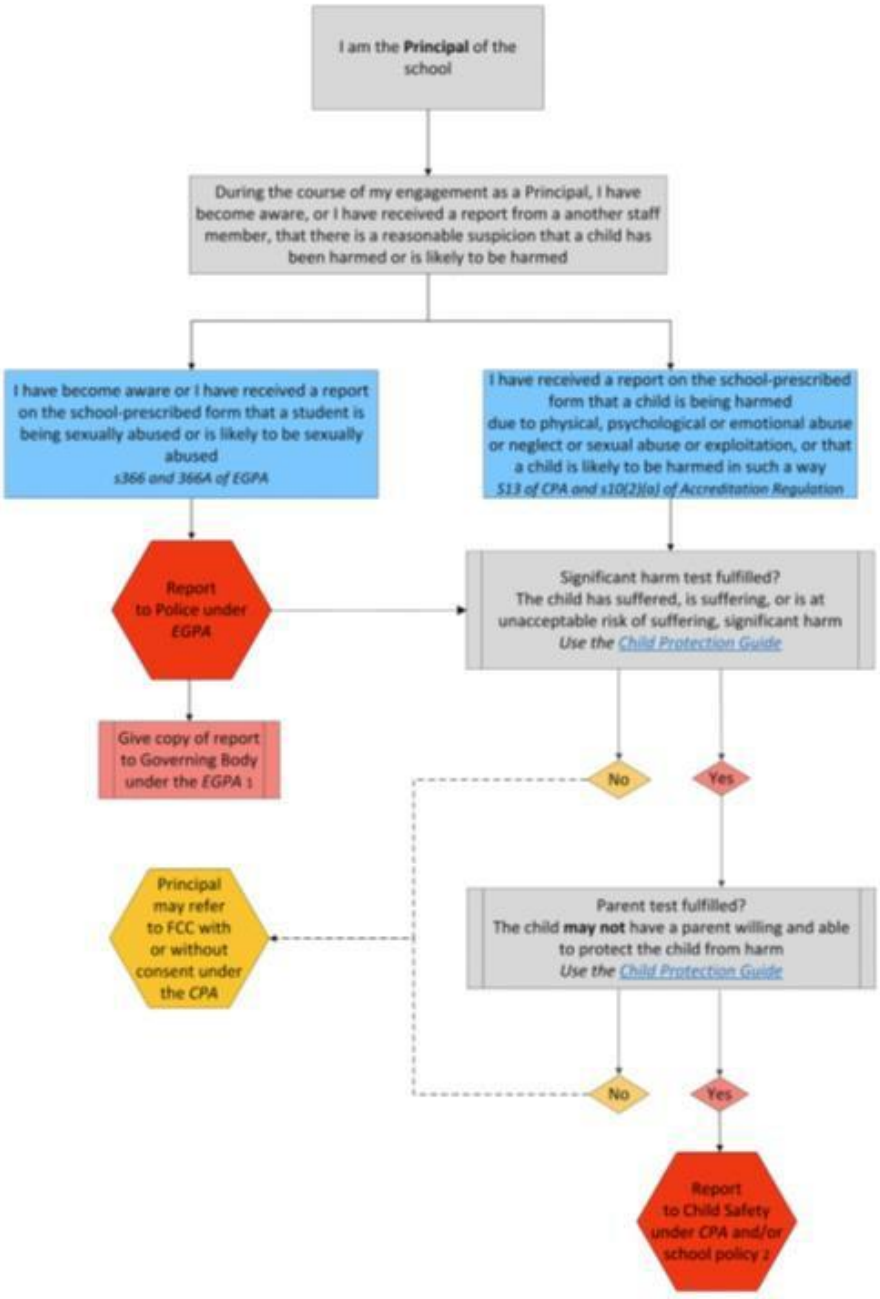
Complaints Procedure

Suggestions of non-compliance with the school's processes may be submitted as complaints under Parklands Christian College Dispute Resolution Policy and Procedures.

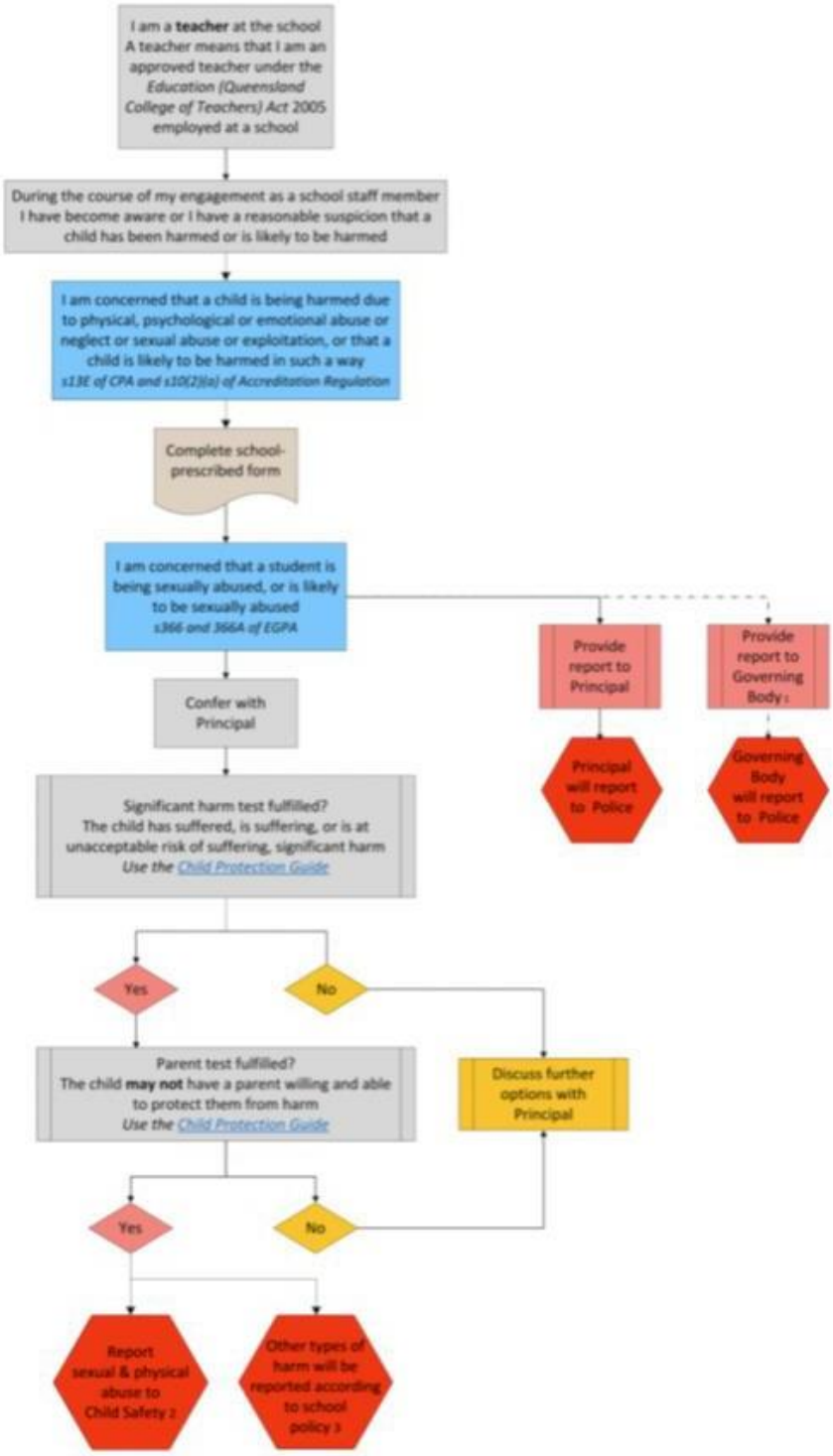
Note: Reporting under this policy fulfils the obligations for reporting a child sexual offence that is being or has been committed against a child by an adult under the Criminal Code Act 1899 S 229BC (4) (b).

Appendix 1

Principal Decision Tree

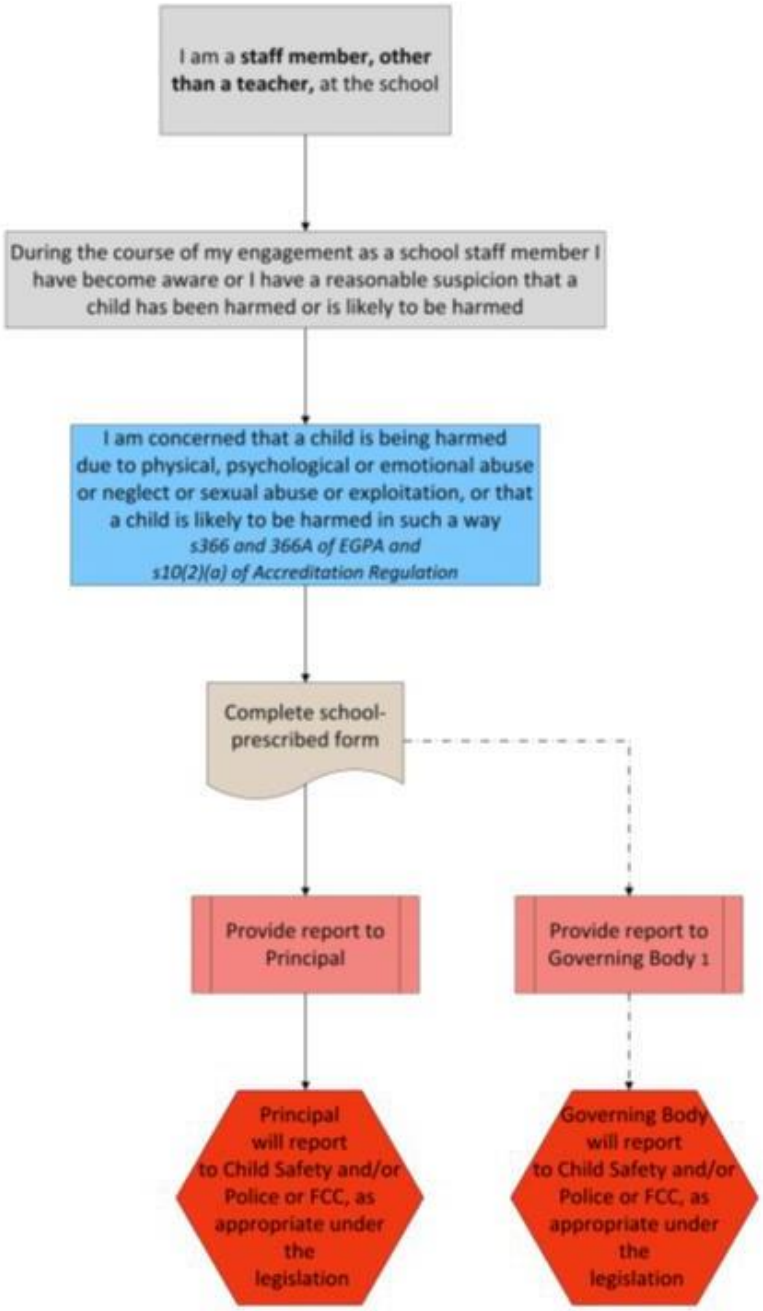


Teacher Decision Tree



Appendix 3

Non-Teaching Staff Decision Tree



Appendix 4

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 immediately	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 Regulation 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
Employing authority (Principal/Board)	Harm or likely harm due to the conduct of a teacher	When you start to deal with an allegation; & When you finish dealing with an allegation	Queensland College of Teachers	QCT sections 76 and 77
Any member of the public	Any	Significant harm & Parent may not be willing and able	Child Safety	CPA section 13A
Any adult	A child sexual offence against a child by an adult	Gains information that causes the adult to believe on reasonable grounds, or ought reasonably to cause the adult to believe, that a child sexual offence is being or has been committed and (b) at the relevant time, the child is or was— (i) under 16 years; or (ii) a person with an impairment of the mind.	Police	Criminal Code section 229BC

Appendix 5

Private and Confidential

Report of Suspected Harm or Sexual Abuse

Date:
School:
School Phone:
School Email:

DETAILS OF STUDENT/CHILD HARMED OR AT RISK OF HARM/ABUSE:	
Legal Name:	Preferred Name:
DOB:	Gender:
Year Level:	Cultural Background:
Primary language spoken:	
Aboriginal ☐ Torres Strait Islander ☐	Aboriginal and Torres Strait Islander ☐
Does the student have a disability verified under EAP: Yes ☐ No ☐	Disability Category:
Student's Residential Address:	Phone:
	Student's Personal Mobile:

FAMILY DETAILS		
Parent/caregiver 1:		Relationship to Student:
Address (if different from student):		
Phone: (H):	(W):	(M):
Parent/caregiver 2:		Relationship to Student:
Address (if different from student):		
Phone: (H):	(W):	(M):
Is the student in out of home care? Yes ☐ No ☐		
Are there any Family Court or Domestic Violence orders in place? Yes ☐ No ☐ Unknown ☐		

PERSON ALLEGED TO HAVE CAUSED THE HARM OR ABUSE		
☐ Adult family member	☐ Child family member	☐ Other adult
☐ Student/other child	☐ Unknown	

PROVIDE ALL INFORMATION YOU HAVE WHICH LED TO THE SUSPICION OF HARM OR ABUSE (Attach extra pages if necessary).

Details of any harm and/or sexual abuse to the student – please include: Time and date of the incident; location of the incident, source of information; details of person alleged to have caused the harm or sexual abuse; physical appearance of any injury; immediate and ongoing safety concerns; any disclosures made by student; any previous incidents of harm; behavioural indicators of harm; presence of any medical needs or developmental delays; and if the information relates to an unborn child, the alleged risk to the unborn child.
Please indicate the identity of anyone else who may have information about the harm or abuse
Additional information provided as an attachment YES ☐ NO ☐

Name of staff member making report, if not the Principal:		
Position:	**Signature:**	**Date:**
Principal:	**Signature:**	**Date:**
Principal's email address:		
Response requested by school:		

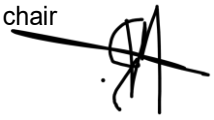
ACTION TAKEN		
Form was emailed to (please tick which agencies the form was sent to):	☐	Queensland Police Services (QPS)
	☐	Department of Children, Youth Justice and Multicultural Affairs (Child Safety Services)
	☐	Family and Child Connect
	☐	Queensland College of Teachers

(Adapted from EQ SP-4 Report of Suspected Harm or Risk of Harm)

Confirm receipt of emailed form and ensure original is stored in a secure location along with any other documentation collected for the purpose of this report.

Category	☐	Business excellence and governance	BEG
	☐	People, health & well-being	PHW
	☒	Students	STU
	☐	Infrastructure, material resources & environment	INF
	☐	Staff	STA
	☐	Learning	LEA
	☐	School community	COM
	☐	Emergency response	EMR

Related procedures	Child Risk Management Strategy Dispute Resolution Policy Dispute Resolution procedure People Work Health and Safety policy
Legislation and other requirements	Child Protection Act 1999 (Qld) Education (General Provisions) Act 2006 (Qld) Education (General Provisions) Regulation 2017 (Qld) Education (Accreditation of NonState Schools) Act 2017 (Qld) Education (Accreditation of NonState Schools) Regulation 2017 (Qld) Working with Children (Risk Management and Screening) Act 2000 (Qld) Working with Child (Risk Management and Screening) Regulations 2020 (Qld) Criminal Code Act 1899

Policy owner	College Board	**Authorised by** **Signature**	Board chair 
Date	February 2026	**Next review date**	February 2027

Distribution	☐ Board members	☐	Teaching staff
	☐ Administration staff	☐	Student services

Risk category	**HIGH**	MEDIUM	LOW
Revision cycle	**1 year**	2 years	3 years

Revision history	Version number	Date	Version number	Date
	0.1	July 2023	3.0	
	1.0	February 2026	4.0	
	2.0		5.0	