

# **Our Lady of the Angels' Catholic Primary School, Wavell Heights**

## **CHILD AND YOUTH RISK MANAGEMENT STRATEGY**

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### **Preamble**

Our Lady of the Angels' Catholic Primary School, Wavell Heights is committed to high quality learning and teaching for the students enrolled at our school.

Situated within the Archdiocese of Brisbane, Our Lady of the Angels' Catholic Primary School is founded on Christ and Presentation and Franciscan and is at the service of our students, families, society and the Church. As a system school under the administration of Brisbane Catholic Education (BCE), and, in compliance with the requirements of the *Working with Children (Risk Management and Screening) Act 2000* and the *Working with Children (Risk Management and Screening) Regulation 2020*, Our Lady of the Angels' Catholic Primary School has developed a Child and Youth Risk Management Strategy (CYRMS) which 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 Our Lady of the Angels' Catholic Primary School CYRMS please contact Mr Nick Hurley; Principal; Mr Paul McGlone, Assistant Principal Administration; Mrs Kirsten Karey, Assistant Principal Religious Education; Mrs Keira Roffey-Mitchell, Guidance Counsellor.

### **PART 1: COMMITMENT**

#### **Statement of Commitment (*mandatory requirement 1*)**

Our Lady of the Angels' Catholic Primary School is committed to the safety and wellbeing of all students. Our Lady of the Angels' Catholic Primary School respects and values the dignity, self-esteem and integrity of every child and young person, based on 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.

Our Lady of the Angels' Wavell Heights is actively committed to fostering communities of safeguarding that recognise and uphold the dignity and rights of all children. We encourage open communication whereby families and communities are informed of relevant issues and participate in decisions about the safety of children. It is particularly important to us to look for avenues to empower children to have a say and be listened to. We actively seek to become and remain informed of the causes and signs of child abuse and neglect. When we receive information about concerns or witness any matter relating to abuse of a child, we respond appropriately and report any such concerns to the appropriate authority. This includes contacting the police immediately where there may be immediate risk of harm to any person, especially a child. Every person within Our Lady of the Angels' Wavell Heights who comes into contact, or works, with children seeks to uphold the dignity of all children and commits to establishing safe and supportive relationships. Our Lady of the Angels' Wavell Heights has documented policies and procedures to prevent risks to children and build a strong culture of safeguarding. All staff and volunteers are expected to follow these policies and procedures and contribute to the culture of care and protection of all children. We plan, organise and review all activities with children,

proactively considering potential risks and strive to ensure risks are reduced, and eliminated where possible. Everyone is encouraged to communicate any area of concern or where you think our approach may need improvement. Anyone who brings forward a suspicion, concerns, knowledge or allegation of current or past abuse of a child to Our Lady of the Angels' Wavell Heights will be responded to sensitively, respectfully, actively and in a timely manner, in line with our lawful obligations and BCE's Student Protection Processes. We regularly undertake internal and external auditing of our safeguarding policies and practices to make sure that they always support a culture and practice that puts the safety of children at the centre of our thinking and action. We listen to the voices of children as we constantly strive to remain vigilant and make improvements.

## **Codes of Conduct** (*mandatory requirement 2*)

BCE has developed codes of conduct and standards of behaviour for employees, students, volunteers (including parents) and other personnel in consultation with relevant parties. These codes of conduct set out BCE's requirements in relation to the conduct of employees who work at Our Lady of the Angels' Catholic Primary School, together with students, volunteers and other personnel at the school and contain specific information on interacting with students.

BCE employees who work at Our Lady of the Angels' Catholic Primary School 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. Relevant 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.

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

The Catholic Education Archdiocese of Brisbane [Code of Conduct](#) (Code of Conduct) sets out the standard of behaviour required of employees of BCE in the performance of their duties at Our Lady of the Angels' Catholic Primary School. All BCE employees must comply with the Code of Conduct, including employees employed on a temporary, casual, fixed term or continuing basis.

The Code of Conduct states that BCE employees must act appropriately and professionally at all times in their interactions with students and observe appropriate boundaries, behaviour and contact with students. In addition, the Code of Conduct covers employees' duties in relation to risk management and duty of care obligations to students.

The Code of Conduct is on BCE's Public Website and Intranet, Spire. The Principal at Our Lady of the Angels' Catholic Primary School is required to monitor completion of the online Code of Conduct training for school employees at the time of induction for all new employees and annually for all other employees.

### **Student Behaviour Support Policy**

Our Lady of the Angels' Catholic Primary School has developed a Student Behaviour Support Plan for the school, known as Our Lady of the Angels' Positive 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.

Our Lady of the Angels' Catholic Primary School's Student Behaviour Support Plan reflects the shared values and expectations of the school regarding student behaviour support and encourages a supportive Catholic school environment. 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 Our Lady of the Angels' Catholic Primary School's Website. [OLA Positive Behaviour Support Plan](#)

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, 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.

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

BCE has developed a Volunteer and Other Personnel Code of Conduct which outlines the standard of behaviour which is required of volunteers (including parents) and other personnel in their activities in the school, including the need to think and act safely and treat students and employees with respect.

Our Lady of the Angels' Catholic Primary School 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; and
- all volunteers and other personnel complete and sign the Volunteer and Other Personnel Register form. The form requires a volunteer to declare that they are not:
  - A negative notice holder disqualified from holding a blue card under the Working with Children Act (Risk Management and Screening) Act 2000
  - A person with a current suspended blue card under the provisions of the Working with Children Act (Risk Management and Screening) Act 2000
  - A disqualified person within the meaning of the Working with Children Act (Risk Management and Screening) Act 2000
  - A person with a charge for a disqualifying offence within the meaning of Working with Children Act (Risk Management and Screening) Act 2000.

## **COVID 19 and Alternative Education Provision (AEP)**

Our Lady of the Angels' Catholic Primary School responded to the challenges resulting from the global pandemic, implementing government and BCE guidelines and resources to promote the safety and wellbeing of students in relation to both COVID-19 and the implementation of AEP.

The school based Critical Management Incident Team implemented the following local protocols:

Microsoft Teams was 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.

The following are examples of resources, protocols and management practices developed and implemented at Our Lady of the Angels' Catholic Primary School:

- scripts for newsletters, portals and websites about student, staff and parent well-being

- COVID specific and other mental health resources sent to all schools for distribution to all students and parents/guardians including access to 'School Tv' on the Parent Portal
- BCE *Message of Hope Initiative* implemented throughout Easter
- daily checks with students participating in AEP
- implementing safety guidelines written for use of Microsoft Teams e.g. restrictions regarding 1 on 1 interactions
- following instructions provided on revised protocols for guidance counsellor, specialist teacher and contractor interaction with students during AEP
- revised supervision guidelines including closing of library and MPH during breaks. Due to sufficient space play breaks remained as usual. Additional play spaces and supervision provided before school.
- visitors, parents and contractors to site were restricted access
- new guidelines provided to staff and guidance counsellor in relation to engaging with students and managing disclosures and student protection matters
- vulnerable students invited to attend school onsite even if not in 'Essential worker' category
- development of a COVID 19 – school critical incident plan including standing up a school based critical incident teams and the development of specific scenario planning and risk management
- interstate travel was ceased for camps and excursions
- excursions and camps are required to have site specific and school specific COVID 19 plans.
- Interschool sport was cancelled
- Community events were cancelled
- Prep Interviews postponed – new model adopted once restrictions eased. Parents and students invited to 'get to know you morning' – two groups over two sessions allowing smaller numbers. Similar model in place for Prep Orientation Day

## **PART 2 - CAPABILITY**

### **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 (*mandatory requirement 3*)**

#### **Recruitment and selection**

Our Lady of the Angels' Catholic Primary School recruits and selects employees who work with students in the school who are appropriately qualified and suitable for working with children and young people.

Our Lady of the Angels' Catholic Primary School is responsible for employee recruitment, selection, training and management of employees in the school in partnership with personnel from the BCE office.

Principals and employees involved in staff recruitment, selection, training and management of employees at the school must 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 (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.

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".

[Insert school] 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.

All non-teaching employees working at Our Lady of the Angels' Catholic Primary School 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 Our Lady of the Angels' Catholic Primary School.

#### **Training and Management of Employees**

The Principal is required by BCE to ensure that all new BCE employees at Our Lady of the Angels' Catholic Primary School 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, to support BCE and Our Lady of the Angels' Catholic Primary School to provide an environment that is safe and supportive for students.

All staff at Our Lady of the Angels' Catholic Primary School must complete mandatory online training in BCE's Student Protection Processes, annually. Student protection training covers BCE's requirements under the Student Protection Processes in relation to reporting by employees of suspicions or allegations 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.

This training provides employees at Our Lady of the Angels' Catholic Primary School with skills to effectively respond to and report suspicions or allegations of abuse or harm, as required by law. New employees must complete this training prior to commencing work with students at the school. 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) training to upskill the Student Protection Contacts in receiving and managing disclosures from students.

Additional on-going training is provided by BCE and employees at the school are encouraged to attend. BCE has a dedicated Organisational Development Team which co-ordinates professional learning opportunities for BCE employees to enable BCE employees to enhance their professional or personal knowledge and skills. Our Lady of the Angels' Catholic Primary School encourages its staff to attend professional learning courses. Many of the courses offered to employees relate to the safety and wellbeing of students. For example, courses are offered from time to time on bullying in schools, behaviour management of students, students at risk of harm and students with special needs.

Mandatory Privacy training is undertaken by all employees annually as part of a suite of core compliance courses.

Where there is a complaint or allegation in relation to an employee of inappropriate behaviour, unsatisfactory performance or misconduct, the Principal will take all appropriate management action, which may include requiring employees to undertake additional training or mentoring, reinforcing BCE's and the school's expectations or disciplinary action. The Staff Complaints Management procedure and Staff Misconduct procedure set out a clear and consistent process for handling complaints and allegations of misconduct.

BCE provides the Employee Assistance program which offers free and confidential counselling to employees at the school who require support.

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 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.

### **Other BCE Support for Student Wellbeing**

Our Lady of the Angels' Catholic Primary School recognises that students learn best in school environments in which they feel safe, both physically and emotionally. BCE has developed a number of policies, processes and resources to support the pastoral care and wellbeing of students at Our Lady of the Angels' Catholic Primary School. These are readily accessible to BCE employees on BCE's Intranet, Spire. The Principal at Our Lady of the Angels' Catholic Primary School 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-home-care (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 Postvention
- 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 and the template for the School Behaviour Support plan
- Guidelines for informed consent
- GC Management of Confidential Information procedure
- Engage Strategy including attendance, family engagement, equitable outcomes, positive behaviour for learning, mental health and wellbeing and engaged learners
- Transitions – career development P-12
- Youth Support Coordinator Initiative (YSCI)
- Students with disability processes, guidelines and resources.

BCE has a Student Wellbeing Team which supports Our Lady of the Angels' Catholic Primary School in the pastoral care and wellbeing of students at the school and develops strategies, policies and procedures to assist the school and students. Our Lady of the Angels' Catholic Primary School 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.

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.

### **PART 3 - CONCERNS**

#### **Policies and procedures for handling disclosures or suspicions of harm (mandatory requirement 4)**

##### **Student Protection Processes**

BCE's [Student Protection Processes](#) provide a process for all employees who work at Our Lady of the Angels' Catholic Primary School 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.

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 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.

The Student Protection Processes are also underpinned by the Brisbane Catholic Education *Student Protection Policy (2020)* and complement the procedures developed by the National Committee for Professional Standards entitled *Towards Healing – Principles and Procedures in Responding to Complaints of Abuse Against Personnel of the Catholic Church in Australia (2010)* and the document titled *Integrity in the Service of the Church (September 2011)*. The Student Protection Processes satisfy relevant requirements under the *National Catholic Safeguarding Standards*.

Reports are made to the Queensland Police Service in relation to allegations or reasonable suspicions of sexual abuse/likely sexual abuse of a student or to the Department of Child Safety, Youth and Women for harm/risk of harm to a student caused by sexual abuse, physical abuse, emotional abuse or neglect. If a report is made in relation to inappropriate behaviour of a staff member towards a student, that report will be handled by the Principal, with support from BCE's Professional Standards and Student Protection Team.

All school-based employees must complete mandatory on-line training on BCE's Student Protection Processes annually. The Principal must ensure that all employees are student protection training compliant.

The Student Protection Processes are readily available for employees, parents, students and carers and Our Lady of the Angels' Catholic Primary School 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.

BCE has processes to enable employees at Our Lady of the Angels' Catholic Primary School to complete online a Record of Concern about any student protection concerns, including allegations or suspicions of sexual abuse or likely sexual abuse of a student, harm or risk of harm to a student or inappropriate behaviour of a staff member towards a student, using the BCE Student Protection Case Management System. This system also facilitates electronic submission of student protection reports to the relevant state authority.

BCE has developed a complaints procedure to enable parents or students at Our Lady of the Angels' Catholic Primary School 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 provides assistance to handle these complaints in accordance with BCE's Procedure for Handling Complaints about Non-Compliance with BCE's Student Protection Processes.

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.

## **School Student Protection Contacts**

In accordance with the *Education (Accreditation of Non-State Schools) Regulation 2017*, Our Lady of the Angels' Catholic Primary School has four stated staff members to whom a student can report behaviour of another staff member that the student considers is inappropriate.

The Principal is a Student Protection Contact at the school. The other Student Protection Contact is a staff member at the school. 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 Our Lady of the Angels' Catholic Primary School 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.

Information about the Student Protection Contacts and requirements for their appointment is detailed within the Student Protection Processes.

## **Student Protection Officers**

BCE has a Student Protection Team and Student Protection Officers working in this team are experts in the field of child protection. They all hold a degree in human services (generally social work) and have significant experience working in child protection.

Student Protection Officers assist our school-based employees in assessing sexual abuse and likely sexual abuse and harm caused or at risk of being caused to students by sexual abuse, physical abuse, emotional abuse or neglect. They also offer support and guidance to Our Lady of the Angels' Catholic Primary School during and after a student protection intervention, assist with compliance with the Student Protection Processes and develop and facilitate professional learning for employees.

## **A plan for managing breaches of the Child and Youth Risk Management Strategy (mandatory requirement 5)**

BCE and Our Lady of the Angels' Catholic Primary School take any breach of the BCE Child and Youth Risk Management Strategy or the Our Lady of the Angels' Catholic Primary School Child and Youth Risk Management Strategy seriously. BCE has a Student, Parent and Guardian Complaints Management policy and procedure. Breaches of any aspect 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 to 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.

The actions or inactions which will constitute a breach of individual elements of the Strategy are detailed in the Code of Conduct and the Student Protection Processes. Details regarding management of any breach, including who manages the breach, are contained in the procedures mentioned above. All records are kept confidentially in BCE business information systems.

## **A risk management plan for high risk activities and special events (*mandatory requirement 7*)**

### **Risk Management Tools**

Our Lady of the Angels' Catholic Primary School considers all curriculum activities in terms of their inherent level of risk. When undertaking a medium or high-risk activity or special event, our school is responsible for identifying potential risks and considering the safety and wellbeing of students and the risk of harm to students.

Our Lady of the Angels' Catholic Primary School develops and implements an effective risk management plan to remove or minimise the risk of harm to students. The plan includes risk assessments and risk mitigation which are carried out for all medium or higher risk activities undertaken within the school and all activities undertaken outside of the school. Our Lady of the Angels' Catholic Primary School refers to information in relation to risk assessments for various activities and risk assessment tools provided on BCE's Health and Safety Portal on the BCE Intranet, Spire.

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 Our Lady of the Angels' Catholic Primary School (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.

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 Our Lady of the Angels' Catholic Primary School play their role in maintaining a safe environment for students.

### **Risk Management for Excursions and Fetes**

The Principal is responsible for approving all excursions. 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.

In developing a high-risk strategy/plan Our Lady of the Angels' Catholic Primary School takes the following into consideration.

- Establishes the context of the activity or event including:
  - the nature of the activity and your 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.

- Addresses the following issues, if relevant:
  - 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.

The Principal utilises BCE's International Travel procedures to assist in planning for the safety of students participating in international travel.

Students undertaking IDT and hospitality undertake online safety training to assist teachers to ensure that students receive consistent safety training for the use of high-risk equipment in these curriculum areas.

The Principal completes the BCE Fete Safety Planning Checklist 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. A Contractor Agreement – School Fete has been implemented which among other things warrants that all the contractors 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.

### **Other Strategies to Minimise Risks of Harm**

Our Lady of the Angels' Catholic Primary School takes seriously its commitment in relation to the safety and protection of students. BCE has developed policies and procedures to manage risks of harm to students, which our school complies with, for example:

**Supervision** – Our Lady of the Angels' Catholic Primary School manages the supervision of students appropriately to ensure that there is adequate supervision of students. Our Lady of the Angels' Catholic Primary School follows the BCE information on supervision of students procedure and has appropriate supervision ratios to ensure the safety of students and prevent unsupervised access to children.

**Supervision Arrangements** - Our Lady of the Angels' Wavell Heights manages the supervision of students appropriately as per the supervision roster and supervision expectations established by the school leadership team at the beginning of each term. All staff are made aware of their responsibilities around supervising our students at all times.

**Playground Supervision** - Playground supervision is provided during lunch and afternoon tea breaks, at the commencement of the school day beginning at 8.15 am and in the afternoon for pick up from 3pm until 3.20pm in the Pick-up areas ONLY. Before & After School Care are offered on site through Centacare Staff are aware of their duty of care of children during school hours, especially while on Playground Duty. Each term a Playground Duty Roster is negotiated with staff. The APA establishes this roster. It is to be displayed in each classroom for Supply Teachers to refer to and also in the staffroom. Every teacher needs to take ordinary care and skill towards all children

while on playground duty. This requires school staff to make every effort to ensure there is safety, incidents of inquiry are avoided, safe practises are implemented and diligence is observed while on duty.

**Drop Off and Collection of Children** - Playground supervision is provided at the commencement of the school day beginning at 8.15 am. Students on site before supervision commences are expected to sit and wait in the courtyard. All students on site before 8am are expected to attend Outside School Hours Care.

Any child wishing to leave the school grounds for any reason requires written permission from parents/guardian or approval from the Principal/APRE/APA for these occasions. Children doing so on a regular basis are to provide the class teacher with a note/electronic notification with the necessary information e.g. lessons, days and times. This note is to be kept by that teacher for the remainder of the year. Details of children leaving the school grounds during school hours requires:

- An adult to collect the child;
- Child to be picked up from the office;
- Child to be signed out electronically by adult who is collecting;
- The roll to be marked, indicating their departure.

**Procedure Followed in the Event a Child is Not Collected** - Any child who is not collected at the completion of supervised duty is escorted to the school office. A legal guardian will then be contacted, and the child remains under supervision until they are collected. The legal guardian will notify the office if an alternative arrangement has been organised to collect the child.

**Procedure to be Followed in the Event a Person Responsible for the Collection of a Child is Deemed Unable (for example, intoxication)** - School staff will prioritise the safety of the student. The Principal and another member of the Leadership Team (where practical) will advise the parent that they are not able to collect the child. Another legal guardian will be contacted to organise alternate transport arrangements. The child will be supervised in the office until they are collected.

The Senior Leader will also be notified of the event/incident as soon as practically possible.

**Emergency** – Our Lady of the Angels’ Catholic Primary School ensures that all employees are briefed to appropriately handle emergency situations and critical incidents in accordance with BCE’s Procedures for Responding to Critical Incidents.

**Fire/Lockdown** – Our Lady of the Angels’ Catholic Primary School ensures that all employees and volunteers are made aware of fire evacuation and lockdown procedures at the school.

**Visitors/Outsiders** – Our Lady of the Angels’ Catholic Primary School manages visitors to school premises to ensure the safety of employees, students and visitors, including relevant signage and directions, together with procedures for signing in and out of the school in accordance with the BCE information on visitors to school premises.

All visitors, during school hours (including parents and guardians), must report to the school office upon arrival to sign the attendance register and collect a ‘visitors identification badge’.

**Media/Communications strategies** – Our Lady of the Angels’ Catholic Primary School obtains the permission of parents (media consent) for the use of student photographs and names in any materials issued to the public in printed or electronic form as part of the enrolment process and annually thereafter. Identifying information of students is used in promotional material only with the specific permission of the parents and the students concerned. Our Lady of the Angels’ Catholic Primary School obtains the specific informed consent of parents for any publication of names and photos of students in the media outside the local school.

**Computer/Internet** - All employees and students at Our Lady of the Angels' Catholic Primary School are required to observe the Acceptable Use policy. Our Lady of the Angels' Catholic Primary School implements the BCE Acceptable Use of Computer and Internet Resource Consent Form in the school. School employees adhere to BCE's Social Media policy.

**Guidance Counselling Service** – The Guidance Counsellor at our school must obtain Informed Consent from a parent and/or student for participation in any guidance counselling services offered.

**Transport of students by staff** - Transport by employees will require the prior approval of the principal and the written permission of the parents. Principal approval will necessitate risk management involving, for example, an assessment of driver capability, confirmation of current driver's licence, insurance, road worthiness of vehicle, distance involved, any conflict with formal supervisory role for the teacher, gender mix and number of people travelling etc. This list is not exhaustive just indicative. Depending upon the proposed journey there may be other contextual factors to take into account. Transport in emergency circumstances may be acceptable, however, an attempt should be made to obtain the verbal consent of the principal and/or parent.

**Bathrooms and Toilets** – Our Lady of the Angels' Wavell Heights has a range of protocols in place. When leaving the classroom to go to the toilet students must take another student with them. This ensures that there are always two students together when moving around the school. If a Staff member needs to enter the student toilet blocks they are required to call out to announce their entry and take all necessary steps to avoid being alone with a child in these locations. Adults needing access to a toilet use the staff toilets or unisex ambulant bathroom.

**Managing Injuries, Allergies or Illnesses** - Our Lady of the Angels' Catholic Primary School accesses and implements a range of procedures, guidelines, forms and resources to assist schools to effectively manage injuries, allergies and illness. All documents are available on the BCE Intranet, Spire. Examples include:

- Medication to Students Procedure
- The Five Rights of Medication Administration
- Anaphylaxis Guidelines for School Staff
- Letter for Parents and Carers template
- Authorisation to Contact Medical Practitioner
- Medication Administration Request Form
- Individual Health Care Plan
- Student Medication Register Template
- Anaphylaxis Guidelines for School Staff
- Diabetes Emergency Response Guidelines
- Epilepsy Emergency Response Guidelines
- Asthma Emergency Response Guidelines
- Authority for Administering Paracetamol
- Queensland Health Authority Authorisation to Obtain Possess and Administer an Adrenaline Auto Injector
- Action Plan for Anaphylaxis
- First-Aid Infection Control Guideline
- First-Aid Kits and Facilities Guideline
- Guide to First Aiders in Schools
- Annual School First Aid Assessment
- Designated First Aider Notice
- First-Aid Training Register
- Infection Control and First Aid Health and Safety Checklist
- Managing Head Injuries
- Incident Reporting and Investigation Procedure
- Incident and Injury Reporting Flowchart
- Guide to Incident Investigation

- Incident and Injury Investigation Report
- Incident System Access Request Form
- WSS Incident and Injury Reporting Form
- Notifiable Incidents Poster
- Resources for Anaphylaxis, Asthma and Diabetes can be found in the References section of Student Medications its Related Links in Spire.

**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.

## **PART 4: CONSISTENCY**

### **Policies and procedures for compliance with Chapters 7 and 8 of the *Working with Children (Risk Management and Screening) Act 2000* (mandatory requirement 6)**

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

Our Lady of the Angels' Catholic Primary School 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).

From 31 August 2020 all non-teaching employees, volunteers (unless exempt) and trainee students who work at Our Lady of the Angels' Catholic Primary School 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. 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).

BCE records Working with Children Card (Positive Notice blue card) information for all paid employees. Our Lady of the Angels' Catholic Primary School 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.

Our Lady of the Angels' Catholic Primary School 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.

## **Procedures for reviewing the Child and Youth Risk Management Strategy**

To ensure that Our Lady of the Angels' Catholic Primary School Child and Youth Risk Management Strategy remains current and effective, this strategy is monitored and reviewed annually. Also, in the event that Our Lady of the Angels' Catholic Primary School identifies concerns, particularly following an incident, Our Lady of the Angels' Catholic Primary School Child and Youth Risk Management Strategy 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 Our Lady of the Angels' Catholic Primary School 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 Our Lady of the Angels' Catholic Primary School Child and Youth Risk Management Strategies.

Following the review, employees, parents and volunteers at Our Lady of the Angels' Catholic Primary School are advised of any significant changes to BCE's or Our Lady of the Angels' Catholic Primary School policies and procedures as a result of the review and where appropriate, training will be provided.

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

### **Accessibility and Training on the Child and Youth Risk Management Strategy**

The Principal implements and communicates Our Lady of the Angels' Catholic Primary School Child and Youth Risk Management Strategy to parents, employees, volunteers and other personnel by:

- placing the school's Child and Youth Risk Management Strategy on the school's website;
- providing a printed copy upon request; and
- providing training to the school's employees on Our Lady of the Angels' Catholic Primary School Child and Youth Risk Management Strategy and BCE's Child and Youth Risk Management Strategy including identifying risks of harm and how to handle disclosures or suspicions of harm.