

Creating Environments for Students to Thrive

A induction overview of:

- **PROTECTING CHILDREN AND YOUNG PEOPLE**
- **CHILD AND YOUTH RISK MANAGEMENT**
- **OUR COMMITMENT: Code of Conduct**

for those working, either paid or volunteering,
in Anglican Schools and Education & Care Services (ECS)



Every child and young person has the right to feel safe and free from harm in every area of their lives. The protection of children and young people is of paramount importance and Anglican Schools (Schools) and Education & Care Services (ECS) have zero tolerance to harm.

Key documents

The ACSQ has developed the following key documents for use in Anglican Schools and ECS.

- The **Protecting Children and Young People in Anglican Education Policy, Guidelines and Procedures** provides a foundation for responding appropriately to concerns for the physical and psychological safety of children and young people.
- **Our Commitment: Creating environments for children and young people to thrive – Code of Conduct for Anglican Schools and Education & Care Services** details the expected conduct of staff and volunteers. Staff and volunteers are expected to agree to and comply with this Code as part of their employment or volunteering agreement.
- The **Complaints Management in Anglican Education Policy, Guidelines and Procedures** details processes for the management of complaints, including specific procedures regarding non-compliance with child protection processes.

Additionally, each School and ECS is required to develop and implement a **Child and Youth Risk Management Strategy (CYRMS)** that implements employment practices and procedures to promote the wellbeing of children and the protection of children from harm.

These documents can be accessed on each School or ECS's internet or intranet page, or, apart from each CYRMS, at <https://www.ascald.org/resources/>



Statement of Commitment

Anglican Schools and Education & Care Services are committed to providing environments where children and young people receive the highest standard of care, where their rights are supported, and they have opportunity to thrive and be fruitful. Such environments nurture and safeguard the intelligence, dignity, safety and wellbeing of each child or young person, by placing them at the centre of thought, values and actions.

As reflected in our Ethos, our vocation is education, driven by a vision of humanity, shaped by the image of God made visible in Jesus, present in every human being.

- *Every child: made in the image and likeness of God.*
- *Every child: loveable and loved, unique and unrepeatable.*
- *Outstanding education for the flourishing of people and the good of community.*

Our faith is lived. We are hospitable and welcoming communities, who embody compassion, kindness, fairness, justice and love, and where exceptional pastoral care is practiced.

Working and serving the best interests of children and young people is in everyone's best interest. This is achieved through sustaining living and learning environments that are safe, supportive and stimulating. Specifically, we:

- *place emphasis on genuine engagement with children and young people;*
- *create conditions that reduce the likelihood of harm to children and young people;*
- *create conditions that increase the likelihood of identifying harm where it exists; and*
- *respond swiftly and appropriately to any concerns, disclosures, allegations or suspicions.*

This commitment is sought to be consistently reflected through the decisions and behaviour of all persons within the School or Service, who are guided by effective governance, policies, tools and processes. This fosters a child safe culture, where acting in children and young people's best interests is at the heart of what we do.

Source: Working with Children in Anglican Education Policy v1.1

Protecting Children and Young People in Anglican Education Policy and Procedures

Applying the Policy, all persons within a School or ECS will act in a manner that gives primary consideration to:

- Being child focused, where the safety and wellbeing of children and young people is paramount;
- Identifying, reducing or removing risks of harm to children and young people;
- Concerns being taken seriously, reflected in matters being responded to promptly, thoroughly and in keeping with the requirements detailed within this Policy and the Protecting Children and Young People Guidelines and Procedures.

Responsibilities of all persons

All persons (including children and young people; parents, carers and guardians; and staff, volunteers and visitors in an Anglican Schools or ECS) have the following responsibilities:

- Act in the best interests of children and young people and behave in a manner that will not cause harm to a child or young person.
- Agree to comply with any required behavioural expectations as directed by the School or Service. This includes, but is not limited to:
 - any applicable code of conduct or similar requirement;
 - any role relevant to the implementation of the School or Service's Policy implementation and, responsibilities to provide care and manage risk of harm to children and young people.
- Where there is a potential, perceived or actual concern:
 - for a child or young person associated with a School or Service; or
 - about the conduct or behaviour of a person who has, or had, an association with children or young people through a School or Service;

children, young people and their families are encouraged; and **staff, volunteers and visitors must as soon as practicable, share this information with an Appropriate Person** associated with the School or Service, as detailed in the following table. This includes sharing information about concerns regarding a person's own conduct.

- Participate in relevant induction and education as directed by the School or Service (see section 8.5.1 of this Policy).

Who is an Appropriate Person that Staff and Volunteers must share concerns with?

- In Schools: A Student Protection Officer or the Principal
- In Services: A Nominated Supervisor or the Approved Provider

Where required to guide the application of the Policy, volunteers and staff are also able to share information with staff from:

- The Anglican Schools Commission
- The Office of the Director of Professional Standards (regarding sexual misconduct)

What are concerns?

The term 'concern' relates to information of whatever nature and from whatever source that leads to a reasonable suspicion of circumstances that may have posed or continues to pose a risk to the physical or psychological safety of a child or young person. This includes, but may not be limited to:

- incidents or allegations of sexual, physical or other abuse or inappropriate behaviour;
- matters that are recent or historical in nature.

Additional responsibilities of all staff and volunteers

Volunteers and staff members in Schools and Services have the following additional responsibilities:

- Be attuned to signs of harm, and where appropriate to their role, facilitate child-friendly ways for children to express their views, participate in decision making and raise their concerns.
- Seek support and guidance as necessary on how to effectively support children's safety and wellbeing, especially where there is any uncertainty in applying this policy and the procedures.
- Maintain confidentiality, information sharing and record keeping requirements detailed in the Procedures.
- Where there is a reasonable suspicion that an individual has been non-compliant with, or has breached, this Policy and the Procedures, follow the complaints process detailed in section 5 of the Policy.
- FOR STAFF: Immediately prepare a written report when they become aware, or reasonably suspect, in the course of their employment at the School or Service, that a child, young person or student has been, is being or is likely to be, sexually abused by another person.

Some child protection matters require reporting to statutory agencies such as Police or Child Safety. Anglican Schools are committed to supporting relevant people to meet their legal obligations, for example, teachers', nurses' and ECS professionals' responsibility to report to Child Safety when they reasonably suspect a child is in need of protection from physical or sexual abuse.

Student Protection Officers, Nominated Supervisors and Principals are skilled at helping to determine whether a report to a statutory authority is required and will support, facilitate or undertake reporting, and any other action required, as per relevant law, policy and procedures.

Please refer to the Protecting Children and Young People in Anglican Education Policy, Guidelines and Procedures for further information.

Child and Youth Risk Management

Every School is required to develop and implement a written strategy (or strategies) that:

- implements employment practices and procedures to promote the wellbeing of a child affected by the regulated employment or regulated business undertaken as part of the School and to protect the child from harm;
- includes prescribed matters as per the Regulations; and
- are reviewed annually.

This is referred to as a Child and Youth Risk Management Strategy (CYRMS). **The purpose of the CYRMS is to help identify potential risks of harm to children and young people and to implement strategies to minimise those risks.** The CYRMS must include eight minimum prescribed matters which:

- address the School's **commitment** to creating a safe and supportive service environment;
- strengthen the School's **capability** to provide such an environment;
- assist the School to manage any particular **concerns** with respect to the safety and wellbeing of students; and
- promote the **consistency** of a School's approach to risk management.

Your role

Taking all reasonable steps to ensure the safety and wellbeing of children and young people for whom you have responsibility, or are in your care, requires you to prepare or agree to, where relevant, **risk management planning**, and the Child and Youth Risk Management Strategy.

Child and youth risk management includes the requirements for **many** staff and volunteers to have a Working with Children Check and subsequent positive notice. This is commonly referred to as a **Blue Card**.

In addition to this, **all** staff and volunteers are asked to not commence, or immediately stop working in their role if they are, or become, a 'restricted person' under Working with Children legislation. **You, and the School, may be committing offences under this legislation if you work with children and you meet the definition of restricted person.**

A restricted person includes persons who have had their Blue Card application declined (negative notice holders), have had their Blue Card suspended, are disqualified from applying for a Blue Card, or have been charged with a disqualifying offence.

If you are unsure, or have any queries about this, immediately consult with an appropriate authority in the School. Further information is available from the [Queensland Government's Blue Card System website](#).



Our Commitment: Creating environments for children and young people to thrive

The **Code of Conduct** details the expected conduct of staff and volunteers within Anglican Schools and Education & Care Services (ECS). Staff and volunteers are expected to agree to the Code, as part of their employment or volunteering agreement.

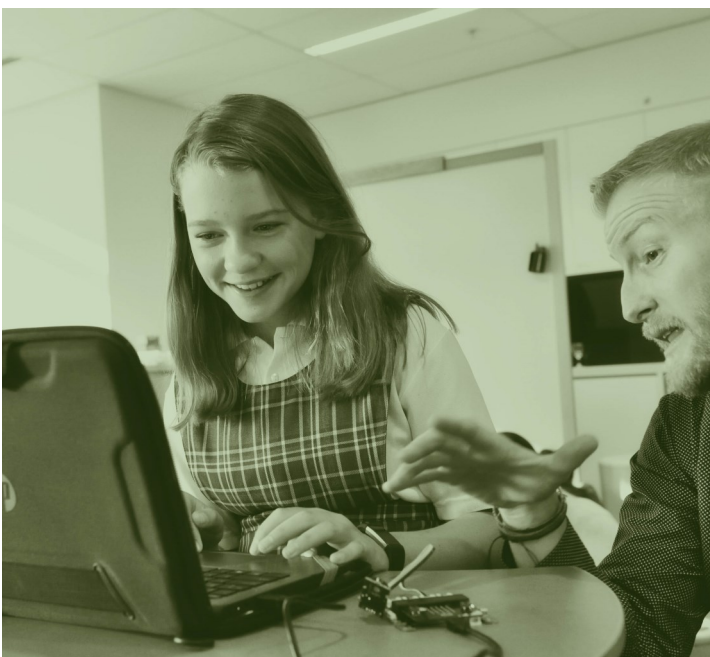
The **Code** aims to help protect children and young people, and reduce opportunities for child abuse or harm to occur. It also assists staff and volunteers to understand how to avoid or manage risky behaviours and situations.

Expected conduct refers to behaviour in both the physical and online environment that includes, relates to, or impacts upon a person who the staff member or volunteer has contact with **as part of their role**. For example, the Code applies when the staff member or volunteer's relationship with a child or young person is as a result of their role at the School.

The terms child and young person are both used to reflect persons enrolled or recently enrolled (e.g. within two years) at a School. This includes young people who are 18 years or older. Children and young people are also commonly referred to as students.

Role specific requirements not detailed in the Code, are captured by the School in other supporting documents.

If an apparent contradiction occurs between the Code and any other requirement, seek advice from an appropriate authority within the School. Generally the requirement that provides the greater protection to children and young people's safety applies.



OUR COMMITMENT: Creating environments for children and young people to thrive



A code of Conduct for Anglican Schools and Education & Care Services



How to read Our Commitment:

Relevant sections of Our Commitment consist of three parts:

- The **Preamble (in blue)** introduces the section.
- The **Standards (in green)** state the expectations for personal behaviour and the provision of service. Where a staff member or volunteer does not meet the Standards, this will indicate an area requiring redress. This may result in formal disciplinary action as a breach of employment conditions.
- The **Guidelines (in purple)** explain and illustrate best practice, highlighting practical ways to achieve this. Staff and volunteers are encouraged to follow the Guidelines. Where this is impractical, an exercise of judgement will be required to ensure the safety and wellbeing of those with whom they work and themselves. Disregard of the Guidelines may indicate an area where staff and volunteers require guidance and specialised help, or may indicate a breach of the Standards and be managed as such.
- A large portion of the Code is section 6, **Key Terms**. This section provides definitions that help users to apply the Code with its intended effect.

Standards

The Standards of expected behaviour that apply to staff and volunteers are:

- It is the responsibility of each staff member and volunteer to be aware of and meet the standards of the Code.
- Do not penalise, discriminate or take action against other staff or volunteers because of any action taken in good faith under the Code.

Conduct with children and young people:

- Take reasonable steps to ensure the safety and wellbeing of the children and young people in your care.
- Do not abuse children or young people.
- Do not administer corporal punishment to children or young people in your care.
- Do not make available to children or young people any prohibited material. This includes enabling access inadvertently; for example, allowing a student to use your computer where prohibited material may be located. The only exception is wine in the context of a Holy Communion service.
- Before accepting your appointment as an employee or commencing as a volunteer, you are to disclose to a person with appropriate authority if you:
 - * are currently charged with or convicted of an offence against a child;
 - * have been acquitted of a charge of an offence against a child;
 - * have had a charge of an offence against a child not proceed;
 - * have had a prohibited status under applicable 'working with children' screening legislation lifted; or
 - * have been the subject of any disciplinary proceedings involving child abuse.
- Following your appointment or commencement, if you are aware of behaviour of a staff member, volunteer or visitor to the School/ECS, or of a child or young person, that leads to you or others feeling uncomfortable or concerned, speak with an appropriate authority.
- If you know or reasonably suspect a child or young person has been harmed or is at risk of harm from abuse, or if you know or reasonably suspect a staff member or volunteer has demonstrated inappropriate behaviour, comply with your roles and responsibilities as detailed in, but not limited to:
 - * Policy and Procedures for Student Protection in Anglican Schools or Child Protection in Anglican Education and Care Services.

All conduct:

- Conduct yourself in an ethical and respectful manner. Treat people honestly, fairly, lawfully and without discrimination, and do not behave or communicate in a

manner that brings the School/ECS into disrepute. Your behaviour or communication should reflect well on the School/ECS and not misuse power or position.

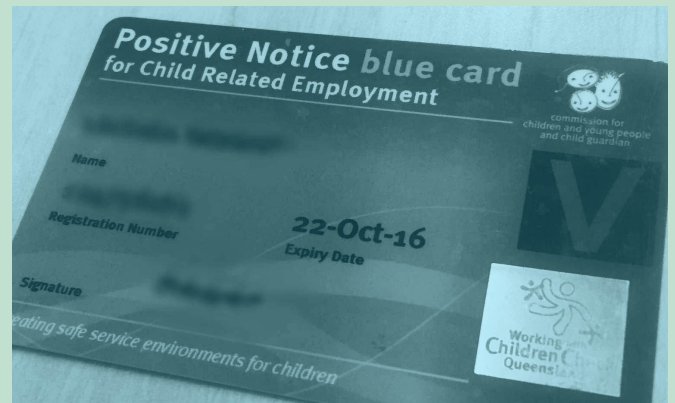
- Seek at all times, to maintain or enhance confidence in the integrity of the service you perform. Avoid behaviour that gives the impression of favouritism or inappropriate relationships.
- Do not engage in bullying, emotional abuse, harassment, physical abuse, sexual abuse or spiritual abuse.
- Act in the best interests of the children and young people you are providing a service to. You must recognise any potential conflict of interest and take steps to resolve it, including consultation with a supervisor.
- Do not inappropriately discriminate between people.
- Do not disclose confidential information received in your School/ECS role to someone else, without the consent of the person providing the information, except where:
 - * the information is known publicly;
 - * as required or allowed by law; or
 - * it is in the public interest (such as to avoid the risk of serious injury or harm to any person).
- When on leave or unable to fulfil your responsibilities through illness or any other reason, make alternative arrangements through advising the appropriate supervisor at the School/ECS.
- Be responsible in your use of alcohol and other mind altering or addictive substances or services. This includes not undertaking School/ECS service when impaired by alcohol or any other mind-altering or addictive substances.
- Do not use any prohibited substance.
- Do not take property belonging to others, including intellectual property.
- Do not knowingly make statements that are false, misleading or deceptive.
- Do not knowingly use offensive language.
- Do not view, possess, produce or distribute restricted material, without a legitimate purpose.
- Observe the law. This includes, but is not limited to, the Acts and Regulations that relate to your duties.
- Do not, as a result of your position or relationships formed as part of your role, seek personal advantage or financial gain for yourself or your family, beyond your stipend or wage, and recognised allowances and deductions.
- Do not allow yourself to be influenced by offers of money or financial reward.
- Avoid situations of conflict between personal financial interest and School/ECS responsibilities.
- Arrange personal and School/ECS finances to ensure clear account and transaction boundaries are maintained.
- Fully disclose and be publicly accountable for all School/ECS monies you handle.

Additional Standards that apply to School or ECS leadership:

- If you have appropriate authority in a School/ECS, ensure all staff and volunteers for whom you are responsible are made aware of the Code.
- If you have appropriate authority in a School/ECS, ensure:
 - * proper systems for the safety and welfare of children and young people participating in the School/ECS are implemented and maintained;
 - * all applicable requirements of the civil authorities, the church authority and the School/ECS are complied with; and
 - * all staff and volunteers for whom you have responsibility and who work with children and young people:
 - comply with all civil and School/ECS screening and selection requirements;
 - receive regular training in child protection; and
 - are aware of the provisions of the Code.
- Before allowing a person who:
 - * is currently charged with or convicted of an offence against a child;
 - * has been acquitted of a charge of an offence against a child;
 - * has had a charge of an offence against a child not proceed;
 - * has had a prohibited status under applicable 'working with children' screening legislation lifted; or
 - * has been the subject of any disciplinary proceedings involving child abuse;to participate in activities involving children or young people, consult with:
 - * for Schools owned or controlled by the ACSQ or ECS for which the ACSQ is the Approved Provider: the Director of Professional Standards or the Executive Director, Anglican Schools Commission;
 - * for other Anglican Schools or ECS, the Chair of either the School's governing body or the ECS management committee, or their delegate.Ensure a risk assessment is undertaken; and be satisfied no child or young person will be at an increased risk of harm.
- If you have appropriate authority in a School/ECS, ensure staff and volunteers for whom you are responsible are provided with:
 - * a safe working environment, including safe housing, where housing is provided;
 - * opportunities to maintain and enhance their relevant skills; and
 - * personal encouragement, support and regular feedback.

- If you have appropriate authority for financial management in a School/ ECS, ensure:

- * proper systems for financial integrity and accountability are implemented and maintained;
- * all staff and volunteers, for whom you have responsibility and who have authority for financial management in a School/ECS, are informed of their roles and responsibilities; and
- * all stipends, wages and allowances payable are adequate, and paid promptly and in full.



Guidelines

- If you are aware of behaviour of a staff member, volunteer or visitor to the School/ECS, or of a child or young person, that leads to you or others feeling uncomfortable or concerned, speak with an appropriate authority.
- If you have reason to believe a member of staff or a volunteer has not met a standard or guideline of the Code, **always** inform an appropriate authority if you consider:
 - a. a person may have suffered harm or has been placed at risk of harm; or
 - b. the staff member or volunteer is persisting in disregarding the standard or guideline.Where neither a) nor b) apply, you can approach the staff member or volunteer and identify the concern.
- Avoid situations where you are vulnerable and where your conduct may be construed as a breach of the standards of conduct in the Code.

Topic specific guidelines include:

Contact with Children and Young People

- Recognising The Characteristics And Effects Of Child Abuse (p13)
- Recognising The Characteristics Of Sexual Offenders (p13)
- Ensuring The Safety Of Children And Young People (p13)
- Screening And Selection Of Personnel (p13)
- Your Role And Your Capacity To Perform It (p14)
- Use Of External Service Providers (p14)
- Supervision (p15)
- Activities (p16)
- Venue (p17)
- Health And Safety (p18)
- Transport (p18)
- Physical Contact (p20)
- Behavioural Guidance (p21)
- Communication And Technology (p22)
- Photographs And Images (p23)
- Record Keeping (p24)

All Conduct

- Personal Behaviour (p29)
- Boundaries (p30)
- Communication (p31)
- Confidentiality (p33)
- Record-Keeping And Privacy (p34)
- Financial Management Practices (p34)
- Gifts (p34)
- Personal Financial Obligations (p34)

Key terms

- Abuse, including Child Abuse (p37 -47)
 - * characteristics and effects of child abuse
 - * impact of abuse
 - * bullying, including cyberbullying
 - * emotional abuse
 - * harassment
 - * neglect
 - * physical abuse
 - * sexual abuse of an adult, including sexual assault, exploitation and harassment
 - * sexual abuse of a child
 - * grooming
 - * characteristics of sexual offenders
 - * spiritual abuse
- Appropriate authority (p48)
- Appropriate authority for financial management (p48)
- Appropriate supports for children and young people (p49)
- Children and young people (p49)
- Child exploitation material, including child pornography (p49)
- Church (p50)
- Church authority (p50)
- Church body (p50)
- Civil authorities (p50)
- Conflict of Interest (p50)
- Corporal punishment (p50)
- Education and Care Service (ECS) (p50)
- Inappropriate behaviour (p51)
- Inappropriately discriminate (p52)
- Offensive language (p53)
- Prohibited material (p53)
- Prohibited substance (p53)
- Restricted material (p53)
- Risk management plans (p54)
- Risk management strategy (p55)
- School (p56)
- Service (p56)
- Staff (p56)
- Supervisor (p56)
- Volunteers (p56)

Acknowledgement of understanding



Name: _____

Role: _____

School/ECS: _____

	YES	NO
1. I have read and understood this Induction Overview.	<input type="checkbox"/>	<input type="checkbox"/>
2. I am aware of where to access key documents described in the Induction Overview and that these will provide further direction on action required in relevant circumstances.	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> Our Commitment: Creating environments for Children and Young People to Thrive - Code of Conduct for Anglican Schools and Education & Care Services Protecting Children and Young People in Anglican Education Policy; Guidelines and Procedures Complaints Management in Anglican Education Policy; Guidelines and Procedures Child and Youth Risk Management Strategy 		
3. I am aware I have a role in protecting children and young people from harm and understand my responsibilities detailed in this overview, including that:	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> I must immediately inform a Student Protection Officer, Nominated Supervisor or the Principal, of concerns, as defined in page 3 of this Overview I must not commence, or immediately stop, working in my role, if I am, or become, a 'restricted person' under Working with Children legislation. 		
4. I agree to comply with the behavioural Standards described in the Code of Conduct (Our Commitment).	<input type="checkbox"/>	<input type="checkbox"/>
5. I understand agreement to comply with the Code of Conduct (Our Commitment) forms part of the conditions of my engagement with the School or ECS.	<input type="checkbox"/>	<input type="checkbox"/>

I understand that the Student Protection Officers and Principal at my School or Nominated Supervisors at my ECS, include:		
Mrs Virginia Warner	Principal	07 5577 7205
Ms Julie Jorritsma	Deputy Principal – Strategic Projects, People and Culture	07 5577 7214
Mr Peter Shaw	Deputy Principal – Middle and Senior School Operations	07 5577 7268
Ms Chan Welfare	Head of Junior School	07 5577 7287
Mrs Amanda Rigby	Head of Boarding	07 5577 7219
Mrs Justine Bishop	Head of Senior Boarding	07 5577 7371
Mrs Victoria Egan	Head of Junior Boarding	07 5577 7371
Mrs Lisa Cleverly	Director of Pre-Preparatory and Head of Athena	07 5577 7378
Mrs Lisa Roper	Head of Middle School	07 5577 7245
Mrs Michelle Leftwich	Deputy Head of Junior School	07 5577 7237
Mrs Georgia James	Head of Teaching and Learning Junior School	07 5577 7286
Ms Katherine Holmes	Coordinator of Student Initiatives	07 5577 7230
Miss Sophie Kruger	School Psychologist	07 5577 7230
Miss Alannah Giavara	School Psychologist	07 5577 7265

My **supervising staff member** is:

Name	Email/phone contact

Your signature:.....

Signature of inducting staff member:.....

Date:.....

Name of inducting staff member:



This overview was published by the Anglican Schools Commission, Anglican Church Southern Queensland (The Corporation of the Synod of the Diocese of Brisbane - ABN 32 025 287 73) in **May 2024 as v2.2**. Should additional information, material or assistance be required please discuss with an appropriate authority at your School or email the Anglican Schools Commission at ASC@anglicanchurchsq.org.au or write to GPO Box 421, Brisbane QLD 4001.