



POLICY

1. Purpose

1.1 The purpose of this policy is to ensure Brisbane Catholic Education (BCE) safeguards students by:

- recognising and systematically creating safe, inclusive, engaging, and supportive learning communities to reduce the likelihood of harm occurring to students
- responding appropriately to any disclosures, allegations or suspicions of harm or risk of harm to students to promote their safety and wellbeing
- fostering nurturing communities of care where the rights and dignity of all students are upheld and protected
- advocating that all students have a right to be protected from harm or risk of harm, to be listened to, to be taken seriously, and to have a say in matters that affect them.

1.2 This policy applies to:

- employees
- clergy, religious, contractors, subcontractors, work experience students, trainees, and volunteers
- all BCE workplaces and work including any activities, services and events coordinated or conducted by BCE online, away from the workplace or outside work hours.

2. Policy Statement

2.1 BCE is committed to:

- supporting students to feel and be safe through providing the care and protection necessary for their safety and wellbeing
- ensuring the responsibility for the protection of students from harm or risk of harm is shared across the organisation
- implementing policies, practices, processes and reporting to protect students from harm or risk of harm
- building the capability and capacity of our people to recognise, react, respond, and support in relation to concerns of harm or risk of harm to students
- holding our people to account with respect to their obligations and responsibility to protect students from harm or risk of harm.

2.2 Pursuant to this policy, BCE will:

2.2.1 Recognise

- acknowledge that harm or risk of harm may come from different sources

- ensure our people have access to, and regularly complete, mandatory student protection training to enhance their capacity to identify concerns and to act to keep students safe
- ensure our student protection policies, procedures and processes are clear and accessible to our people, students, and parents
- listen to the voice of students, respond to their concerns, and embed student perspectives in our student protection policies, procedures, and processes.

2.2.2 React

- prioritise the importance of student safety and wellbeing along with the safety and wellbeing of our people
- take action in response to disclosures of actual and suspected harm, risk of harm or inappropriate behaviour towards a student in line with BCE student protection processes and guidelines.

2.2.3 Respond

- act on early indicators of high-risk conduct by our people that may impact on a student or students
- implement processes and systems to effectively identify and respond to student protection concerns, including complaints
- grow a culture of transparency and accountability for identifying risk and complying with student protection responsibilities
- engage people who are suitable to work with students
- enable developmentally appropriate participation of students in decision making that affects their protection from harm or risk of harm
- seek feedback from our people, students, and parents on the effectiveness of our student protection policies, procedures, and processes.

2.2.4 Support

- ensure our people, students, and school communities are provided with appropriate psychosocial support during and following student protection matters
- create and maintain learning environments that promote student safety and wellbeing
- adopt user friendly and inclusive ways to support students and parents from diverse backgrounds to engage, communicate and raise their concerns
- provide comprehensive, refresher and advanced skills training to continuously build the capacity of our people to safeguard students.

2.3 This policy must be read in conjunction with the roles, responsibilities and reporting requirements detailed in the Catholic Education Archdiocese of Brisbane Student Protection Processes and Guidelines.

3. Associated Documents

3.1 Archdiocese of Brisbane Safeguarding Policy



- 3.2 Catholic Education Archdiocese of Brisbane Code of Conduct
- 3.3 Catholic Education Archdiocese of Brisbane Code of Conduct for Volunteers and Other Personnel
- 3.4 Catholic Education Archdiocese of Brisbane Student Protection Processes and Guidelines
- 3.5 Child Protection Act 1999
- 3.6 Criminal Code Act 1899
- 3.7 Education (Accreditation of Non-State Schools) Act 2017
- 3.8 Education (Accreditation of Non-State Schools) Regulation 2017
- 3.9 Education (General Provisions) Act 2006
- 3.10 Education (Queensland College of Teachers) Act 2005
- 3.11 Health, Safety and Wellbeing Policy
- 3.12 IT Acceptable Use Policy
- 3.13 National Catholic Safeguarding Standards
- 3.14 National Principles for Child Safe Organisations
- 3.15 People Policy
- 3.16 United Nations Convention on the Rights of the Child 1990
- 3.17 Working with Children (Risk Management and Screening) Act 2000

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