

CHILD SAFE ANGLICAN
EDUCATION POLICY

VERSION 1.0

Every child
has the right
to be safe and
feel safe.

*This policy, approved by Diocesan Council, is published
by the Anglican Schools Commission (ASC) on behalf of
the Anglican Church Southern Queensland (ACSQ).*

PURPOSE

The Child Safe Anglican Education Policy directs Anglican schools, and education and care services (ECS) on actions required to uphold children's safety. This includes:

- promoting children's safety, wellbeing and best interests
- effectively preventing, detecting and responding to reasonable suspicions of harm
- application of the Child Safe Standards and the Universal Principle within each relevant Child Safe Entity.

By following this policy, schools and ECS are supported to meet relevant mandated requirements.

PUBLIC COMMITMENT

Our Anglican schools, and education and care services are committed to promoting the safety, wellbeing and best interests of children, and to preventing, detecting and responding to child harm.

Every child has the right to be safe and feel safe.

As Anglican child safe organisations, we commit to:

- Implementing Queensland's 10 Child Safe Standards and the Universal Principle.
- Operating by Gospel values, which emphasise service, inclusivity, integrity, character, dignity, compassion, and justice.
- Providing children with exceptional pastoral care.
- Providing care that is physically, emotionally, psychologically and culturally safe.
- Taking all reasonable steps to protect children from exposure to harm.
- Empowering children to participate in decisions that affect them.
- Educating children about who to approach if they feel unsafe, or have concerns.
- Instructing our community members on how to respond to complaints, concerns, and breaches of our conduct expectations.
- Maintaining effective processes for responding to concerns of child harm.
- Listening, learning, and seeking to improve.

APPLICATION

ACSQ requires everyone within Anglican schools and ECS within the Diocese of Brisbane to comply with this policy and its procedures. This includes any business or group operating under the authority or control of the school or ECS.

For more information, including a list of relevant schools and ECS, refer to Annexure B.

Anglican schools in the Diocese of North Queensland are also permitted to use this policy. However, the ACSQ is not responsible for its implementation or compliance in other dioceses.

POLICY EXEMPTIONS

There are no exemptions to this policy.

In many circumstances, other policies such as those for work health and safety, risk management, behaviour management, human resources, and complaint handling, may also apply. At all times, these policies will be used in a way that prioritises the safety, wellbeing, and best interests of children, and the requirements outlined in this policy and its procedures.

RELATED DOCUMENTS

Anglican schools and ECS will take all reasonable steps to uphold children's safety. This will be achieved by following procedures.

1. Procedures: Child Safe Responses

Intended Audience: All workers in the school, ECS and business/group under the authority or control of the respective school or ECS; along with anyone who might identify non-compliance with this procedure.

Outcomes:

- Processes for effectively responding to concerns of child harm (including risk of harm).
- Processes for reporting if a school or ECS has not complied with the procedures for responding to concerns of child harm, and how this report will be managed.

2. Procedures: Child Safe Operations Intended

Audience: Workers with operational management responsibilities in the school, ECS and business/group under the authority or control of the respective school or ECS.

Outcomes:

- Prevention of harm: Promoting the safety, well-being, and best interests of children. This includes taking all reasonable steps to reduce the likelihood of a child being harmed, especially when under the care, supervision, control, or authority of the school or ECS.
- Preparedness to respond: Taking all reasonable steps to prepare schools and ECS operations to effectively respond to concerns of child harm.
- Provide assurance: Implementing actions to provide assurance that responsibilities for preventing, preparing for, and responding to child harm are being met.
- Prioritise learning: Committing to processes of continuous improvement, identifying and applying new learning to enhance the ability to prevent, prepare for, and respond to child harm.

In addition to these procedures, mandatory child safety requirements for schools and ECS are detailed in the Compliance Support Index published by the ASC. These requirements must be met in the implementation of this policy. The Compliance Support Index also provides guidance on how to apply the Child Safe Standards and Universal Principle.

The ASC also provides practice and education resources to help schools and ECS meet these requirements. This includes a child-friendly version of the policy and related processes.

KEY REQUIREMENTS

Delegations:

1. Implementation Responsibilities

Principals, along with the delegate of the Approved Provider and Nominated Supervisors in ECS, are responsible for implementing this policy and its procedures. This applies to their respective school or ECS, including any business or group under its authority or control.

2. Conduct Expectations

All persons must conduct themselves in a way that does not harm a child or place a child at an unacceptable risk of harm. This protects a child's right to physical, emotional, psychological, and cultural safety.

3. Compliance Obligations

All workers are responsible for meeting their specific responsibilities, detailed in Annexure A and the procedures outlined in this policy.

This includes, but is not limited to, working in a way that actively encourages and enables:

- children, their families, workers and community

members to raise concerns

- concerns to be managed as per this policy and its procedures.

Annexure A and the procedures provide further information on delegations and relevant context.

Each separately incorporated school, and ECS with an Approved Provider who is not the ACSQ, must publish delegations, reflecting their governance arrangements. This publication is to be consistent with Annexure A.

Non-compliance with the Procedures: Child Safe Responses

The Procedures: Child Safe Responses outlines the process for reporting if a school or ECS has not complied with these procedures.

- All workers are obligated to report reasonable suspicions of non-compliance using this process.
- Other people are asked to use this process. Children are always encouraged to seek assistance from adults they trust.

Other complaints are managed through the respective school or ECS complaints management processes.

Where these complaints include concerns related to child harm, such concerns will be managed as per this policy.

DEFINITIONS

These definitions are not intended to limit the meaning or definition of any term given by legislation. To the extent of any inconsistency or amendment, the relevant legislation will apply over any inconsistent term provided in this policy or related documents.

Abuse	An action that causes harm to a child or places the child at an unacceptable risk of harm. Abuse is usually categorised into physical, sexual (including grooming) or psychological abuse. <i>Note: for schools, sexual abuse is defined in the Education (General Provisions) Act 2006 as detailed in the Procedures: Child Safe Responses.</i>
All persons	People who have contact with, or information about, a child due to the child's attendance or enrolment at an Anglican school or ECS. This includes, but may not be limited to, other children, visitors and people referred to within this policy and the associated procedures as 'workers' (see definition below).
Anglican Schools and ECS	Those schools and ECS as described in Annexure B, inclusive of any businesses or groups operated under the authority or control of the respective school or ECS. Also referred to as schools/ECS.
Approved Provider	Means a person who holds a provider approved under Part 2 of the <i>Education and Care Service National Law</i> who is the individual or organisation responsible for the management and operations of an Education and Care Service.
Child	An individual under 18 years old, and, unless explicitly stated, the term 'child' also includes young people who are enrolled in an Anglican school (i.e. may have turned 18 years old).
Child Safe Action Plan	As described within the Procedures: Child Safe Foundations, these plans describe actions to implement the Child Safe Standards and the Universal Principle.
Child Safe Standards and the Universal Principle	As described by section 9 and 11 (2) of the <i>Child Safe Organisations Act 2024</i> .
Concerns	Information where it is reasonable to suspect a child has been harmed, or placed at risk of harm, due to the behaviour of another person and the resulting or potential impact on a child's physical, emotional, psychological or cultural safety.
Harm	Harm is generally defined as "damage to the health, safety, or wellbeing of a child. It can be the result of abuse or neglect by an adult or the conduct of other children." <i>Source: Appendix 1: Guidelines for implementing the Universal Principle and Child Safe Standards in Queensland, Queensland Family and Child Commission.</i> In some cases, harm may be of a sufficient threshold to also enliven reporting or other obligations under legislation. The obligations are often distinct and unique but generally share a common definition for what harm is: "a detrimental effect of a significant nature on the child's physical, psychological or emotional wellbeing. It is immaterial how the harm is caused." <i>Source: Section 9 Child Protection Act 1999 and section 7 of the Education (Queensland College of Teachers) Act 2005.</i> Within the Procedures: Child Safe Responses, this is the definition of harm that is applied.
Licensed Person	A person holding the Archbishop's licence to any special charge or cure or to the performance of any spiritual duty or service within the Diocese. Note, for other Queensland Dioceses (outside of ACSQ) this would be a Bishop's licence.



Neglect	The failure to take action that would prevent harm, or an unacceptable risk of harm to a child.
Nominated Supervisor	This title applies to an individual in an ECS who: <ul style="list-style-type: none"> • is nominated by the approved provider to be a nominated supervisor of that ECS, and • unless the individual is the approved provider, has provided written consent to that nomination[1]. <i>Source: Education and Care Services National Law (Queensland)</i>
Principal	This title applies to an individual in a School who: <ul style="list-style-type: none"> • is the head of a non-state school and is responsible for its operation and management • where a school does not have a position by that name, the term means the person responsible for the school's day-to-day management[1]. <i>Source: Education (Accreditation of Non-State Schools) Act 2017, and the Education (General Provisions) Act 2006</i>
Safety	The protection from harm. Broad definitions for safety include: <ul style="list-style-type: none"> • Physical safety: no unreasonable, or reasonably foreseeable, risk of harm to physical development or physical health. • Emotional and psychological safety: no unreasonable, or reasonably foreseeable, risk of harm to emotional or psychological development (e.g. cognitive, sexual and social development), wellbeing, mental health or psychosocial safety. • Cultural safety: to feel welcome, safe, valued, included and respected[1]. <i>Source: Unpacking the Universal Principle – Cultural Safety in the Child Safe Standards Queensland Family and Child Commission</i>
Workers	An inclusive term for all staff, volunteers and any individual otherwise performing work of any kind within, or on behalf of, an Anglican school or ECS (including any other businesses or groups operated under the authority or control of the respective school or ECS). <p><i>Definition of worker is consistent with section 8 of the Child Safe Organisations Act 2024</i></p>

LEGISLATIVE REFERENCES

In alphabetical order:

- Anti-Discrimination Act 1991 (Qld)
 - Child Protection Act 1999 and Regulation 2023 (Qld)
 - Child Safe Organisations Act 2024 (Qld)
 - Civil Liability Act 2003 and Regulation 2014 (Qld)
 - Criminal Code Act 1899 (Qld)
 - Education and Care Services National Law and Regulations (Qld)
 - Education (Accreditation of Non-State Schools) Act and Regulations 2017 (Qld)
 - Education (General Provisions) Act 2006 and Regulations 2017 (Qld)
 - Education Services for Overseas Students Act 2000 (Cth)
 - Education (Queensland College of Teachers) Act 2005 and Regulation 2016 (Qld)
 - Guidelines for implementing the Universal Principle and Child Safe Standards in Queensland (legislative instrument)
 - National Code of Practice for Providers of Education and Training to Overseas Students (legislative instrument)
 - National Quality Standard, Australian Children’s Education and Care Quality Authority (ACECQA)
 - Working with Children Check Act 2000 (Qld)
 - Work Health and Safety Act and Regulation 2011 (Qld)
- Canon (as applicable):
- National Register Check Canon
 - Professional Standards Canon
 - Protocol for Responding to Child Sexual Abuse and Sexual Misconduct, ACSQ (an instrument of the Professional Standards Canon)
 - Safe Ministry to Children Canon

DOCUMENT APPROVAL / HISTORY

This policy is developed and published by the ASC and is approved by Diocesan Council, ACSQ.

The ASC welcomes feedback on the policy and will actively seek such feedback from key stakeholders at time of review. The policy will be reviewed under the review schedule, or earlier if required, for example, due to legislative change, emerging risks, or other identified improvement.

Wherever required to maintain accuracy, the ASC will make changes to this policy and the procedures. The decision as to who approves such changes will be made based on whether the change is material in nature.

Status	APPROVED
Approval Authority	Diocesan Council
Approval Date	28/08/2025
Effective Date	01/01/2026
Review Date	01/01/2029
Prior Versions	<p>Nil, noting this policy replaces the following policies:</p> <ul style="list-style-type: none"> • Protecting Children and Young People in Anglican Education • Working with Children in Anglican Education • Schools Child Protection Audit • Complaints Management in Anglican Education (section 5.1.2(c) only)
Accountable Executive	Executive Director Anglican Schools Commission
Policy Owner	Anglican Schools Commission
Policy Contact	Director of Child Safety, Anglican Schools Commission ASC@anglicanchurchesq.org.au Anglican
Publication	School Commission Respective Schools and Education and Care Services (ECS)

ANNEXURE A – ADDITIONAL DELEGATIONS³

Additional delegations as described in the Child Safe Anglican Education Policy and the procedures:

- Child Safe Responses
- Child Safe Operations

a) The delegate of the Approved Provider for Education and Care Services (ECS):

- Executive Director, Anglican Schools Commission
- Manager, Early Years, Anglican Schools Commission

This is inclusive of, but not limited to, reporting to the regulatory authority for ECS.

b) The delegate of the governing body to report sexual abuse or likely sexual abuse to Police:

- Executive Director, Anglican Schools Commission (schools & ECS)
- Director of Child Safety, Anglican Schools Commission (schools & ECS)

Note, this is in addition to the role of Principals (schools) and Nominated Supervisors and delegate of the Approved Provider (ECS) to report to Police as per the Procedures: Child Safe Responses. For schools, this reflects the unanimous resolution of Diocesan Council (the governing body) under section 366B of the Education (General Provisions) Act 2006. Note this delegation is not intended to limit an individual's ability to report matters directly to the Police.

c) The delegate of the governing body to receive and respond to concerns relating to the operations of the school/ECS:

- Executive Director, Anglican Schools Commission
- Director of Child Safety, Anglican Schools Commission

As detailed in the relevant Procedures, usually from a Principal (schools) or Nominated Supervisor/delegate of the Approved Provider (ECS), including:

- Concerns for a child related to the behaviour of another person when the child is in the care, control, authority or supervision of the school or ECS

- Concerns relating to the conduct of a staff member or volunteer, or other person who is reasonably suspected to have contact with a child through their relationship with the school or ECS
- Any breach of the Working with Children Check Act 2000
- Urgent matters identified in the internal review of Child Safe Responses

On receiving these concerns, the Executive Director or Director of Child Safety will, in addition to any other responsibilities listed in the relevant procedures, undertake further internal reporting, as required, such as:

- as a Responsible Person reporting to the Office of Safe Ministry, ACSQ, as per the Protocol for Responding to Child Sexual Abuse and Sexual Misconduct
- the provision of any concerns relating to a Licensed Person to a Bishop or the Archbishop

d) The delegate to receive complaints of non-compliance with Procedures: Child Safe Responses:

For schools/ECS where the ACSQ is the governing body or Approved Provider; or where the school or ECS is identified as ACSQ 'controlled', is the Executive Director, Anglican Schools Commission.

ANNEXURE B

The Anglican Church Southern Queensland (ACSQ) is formally known as the Corporation of the Synod of the Diocese of Brisbane.

1. The ACSQ is the governing body for the following Schools and Education and Care Services (ECS), and is supported by the Anglican Schools Commission, School Councils and ECS Management Committees to effectively govern. For ECS the ACSQ is also the Approved Provider.

Anglican Church Grammar School (Churchie)
Coomera Anglican College, Early Learning Centres (ELC) and Outside School Hours Care (OSHC)
Fraser Coast Anglican College, Koala Kindy and Roos Care OSHC
Little Angels Salisbury ELC
Little Angels Tarragindi ELC
Riverwalk Robina ELC
St Alban's Early Childhood Centre
St Andrew's Anglican College, Little Saints ELC and OSHC
St Luke's Anglican School and ELC
St Hilda's School, Pre-Preparatory and OSHC
St Paul's School and ELC
Sunnybank Anglican Parish OSHC
The Glennie School, Community Kindergarten and Pitstop OSHC
The Southport School and Pre-Preparatory School
Toowoomba Anglican School and Kindergarten
West Moreton Anglican College

2. Separately Incorporated Anglican Schools and ECS within the Diocese of Brisbane, with their own Board and governance structure are:

ACSQ controlled	Other
Cannon Hill Anglican College	All Saints Anglican School, Pre-Prep and OSHC
Carey Lane ELC Note ACSQ is the Approved Provider	Cherbury College, ELC and OSHC
Oaklands ELC and OSHC (Churchie)	Hillbrook Anglican School and ELC
St John's Anglican College, Little Saints Kindergarten and, After and Before College Care (ABCC)	Matthew Flinders Anglican College, ELC and OSHC
The Springfield Anglican College, Tiny Tartans Kindergarten and ABCC	St Aidan's Anglican Girls' School, Kindergarten and OSHC
	St Margaret's Anglican Girls' School, Pre-prep and OSHC

Reminder: The ACSQ requires compliance with this policy and associated procedures by all people within Anglican schools and ECS within the ACSQ catchment, including within any businesses or groups operated under the authority or control of the respective school or ECS.





