

Child safe environment map

We are committed to providing a child safe environment through compliance with the National Principles for Child Safe Organisations <https://www.humanrights.gov.au/our-work/childrens-rights/national-principles-child-safe-organisations>

The **Child Safe Environment Map** outlines the measures the department currently has in place to meet each of the national principles. A number of initiatives are underway to further strengthen our approach to keeping children and young people safe from sexual abuse in Queensland schools and early childhood services, captured in the *Aware. Protective. Safe. Strategy*.

Aware

Staff and volunteers are equipped with the knowledge, skills and awareness to keep children and young people safe through ongoing education and training.

- Annual mandatory all-staff training
- Key Messages Guide for contractors, volunteers and visitors
- Student Protection Principal Advisors
- Student Protection Training for school-based employees

People working with children and young people are suitable and supported to reflect child safety and wellbeing values in practice.

- Working with Children Checks (Blue Cards)
- Mandatory Staff Induction
- Standards of Practice for Staff
- Student protection procedure and guidelines

Families and communities are informed and involved in promoting child safety and wellbeing.

- Parent and Community engagement framework
- Public-facing policy and procedure register
- Qparents / Qschools App
- Parents and Citizens' Association Queensland

Protective

Processes to respond to complaints and concerns are child focused.

- Customer complaints management framework
- Mandatory reporting processes
- Integrity and Employee Relations - Integrity Framework

Child safety and wellbeing is embedded in organisational leadership, governance and culture.

- Advancing Education: an action plan for education in Queensland
- Enterprise Risk Management Framework
- Department strategic plan
- Code of Conduct for the Queensland Public Service

Policies and procedures document how the organisation is safe for children and young people.

- Aware. Protected. Safe. Strategy
- Student Learning and Wellbeing Framework
- Safety and wellbeing of students residing at boarding facilities procedure
- Guidelines for policy and procedure development

Implementation of the national child safe principles is regularly reviewed and improved.

- Annual whole of Queensland Government report on the Royal Commission into Institutional Responses to Child Sexual Abuse
- School review and audit processes
- School annual reports
- Regular review of policies and procedures

Safe

Physical and online environments promote safety and wellbeing while minimising the opportunity for children and young people to be harmed.

- Cyberbullying and reputation management model
- Behaviour Management Program
- Chaplaincy and Student Welfare Services
- Curriculum activity risk assessments

Children and young people are informed about their rights, participate in decisions affecting them and are taken seriously.

- Ministerial Student Advisory Council
- Health and Physical Education Curriculum
- Student code of conduct
- Student Council procedure

Equity is upheld and diverse needs respected in policy and practice.

- Every student succeeding strategy
- Supporting students with complex communication needs
- Inclusive Education Policy
- *Human Rights Act 2019*