



# Compliance with the Child and Youth Risk Management Strategy

The Working with Children (Risk Management and Screening) Regulation 2020 (Qld) sets out eight matters to be included in the College's Child and Youth Risk Management Strategy.

These matters, or minimum requirements, are broken down into four categories:

- **Commitment:** To address a College's commitment to creating a safe and supportive College environment
- **Capability:** To strengthen a College's capability to provide such an environment
- **Concerns:** To assist a College to manage any concerns with respect to the safety and wellbeing of children and young people who are involved with the College
- **Consistency:** To promote the consistency of a College's approach to risk management, both within the College and with respect to compliance with the requirements under the Act.

The eight minimum requirements are as follows:

## **Commitment:**

1. A statement about commitment to the safety and wellbeing of children and protecting children from harm.
2. A code of conduct for employees interacting with children.

## **Capability:**

3. Policies and procedures for recruiting, selecting, training and managing persons employed or otherwise engaged, or to be employed or otherwise engaged by the College, to the extent the policies and procedures reflect the commitment to the safety and wellbeing of children and protecting children from harm.

## **Concerns:**

4. Policies and procedures for handling disclosures or suspicions of harm, including reporting guidelines.
5. Plans and procedures for managing contraventions of the risk management strategy.
6. Policies and procedures for compliance with the Act, including: policies and procedures about implementing and reviewing the risk management strategy; and keeping appropriate records about matters under chapters 7 and 8 of the Working with Children (Risk Management and Screening) Act 2000 (Qld) related to persons employed or otherwise engaged by the College. For example:

- whether the College considers a person employed by the College is required to apply for a working with children authority
- if the College employs a person in restricted employment – whether the College considers the person is a restricted person
- whether a person has made a working with children check application
- whether a person holds a working with children authority, and if so, the expiry date of the person’s authority.

**Consistency:**

7. Plans for managing the risks associated with high risk activities and special events.

8. Strategies for providing communication and support for implementing the risk management strategy, including:

- written information about the risk management strategy for, and where the strategy may be accessed by:
  - persons employed or otherwise engaged by the College for the risk management strategy; and
  - children, or parents of children, who receive a service or take part in an activity associated with the College; and
- training materials for persons employed or otherwise engaged by the responsible person for the risk management strategy:
  - to help identify risks of harm to children; and
  - to help handle disclosures or suspicions of harm to children; and
  - about matters included in the risk management strategy.

To assist organisations that fall within the scope of the Blue Card System, Blue Card Services has published guidance material titled [Child and Youth Risk Management Strategy Toolkit](#).

Mount Alvernia College has established and implemented our Student Protection Program in accordance with Blue Card Services' Child and Youth Risk Management requirements.

The table below sets out each of the requirements with a summary of how we comply with each requirement.

Requirement	Short Description	How Mount Alvernia College Applies this Requirement
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<p>1</p>	<p>An overarching statement of commitment to the safety and wellbeing of children and protecting children from harm.</p>	<p>Mount Alvernia College has developed and implemented a publicly available <u>Statement of Commitment to Child Safety and Wellbeing</u> that describes the key elements of our approach to child protection, safety and wellbeing, as well as an overarching set of values and principles guiding the development of policies and procedures to protect children from child abuse and to positively influence our College’s culture. Our Statement of Commitment to Child Safety and Wellbeing is published through various mediums, including our public website.</p>
<p>2</p>	<p>A code of conduct for employees or persons otherwise engaged by the College interacting with children.</p>	<p>Mount Alvernia College has created a plain English <u>Child Safety Code of Conduct</u>, which specifies appropriate standards of behaviour for all adults in the College community, towards children and young people in all College environments, including outside of school hours.</p> <p>In addition to our Child Safe Adult Code of Conduct, the College has developed a comprehensive <u>Staff and Student Professional Boundaries</u> policy and a set of <u>Student Protection Behavioural Guidelines for Specific Circumstances</u> involving interactions with children and young people.</p>
<p>3</p>	<p>Written policies and procedures for recruiting, selecting, training and managing persons employed or otherwise engaged by the College.</p>	<p>Mount Alvernia College has developed and implemented child safe human resources management policies including those relating to:</p> <ul style="list-style-type: none"> <li>• <u>Student Protection Recruitment Practices</u></li> <li>• <u>Screening and Suitability Assessment Procedures</u></li> <li>• <u>Blue Cards and Exemption Cards</u></li> <li>• <u>Student Protection Training, Supervision, Performance Monitoring and Professional Development</u></li> </ul>

<p>4</p>	<p>Policies and procedures for handling disclosures and suspicions of harm, including reporting guidelines.</p>	<p>Mount Alvernia College has established simple and accessible procedures for anyone to report a child safety incident or concern internally to one of the College's <u>Child Protection Officers</u>.</p> <p>Mount Alvernia College has developed and implemented procedures for Board members, staff members and Direct Contact Volunteers/Contractors for responding to allegations, disclosures or suspicions of child abuse or other harm including procedures for support following a disclosure by a student. Refer to our <u>Procedures for Responding to and Reporting Disclosures and Suspicions of Child Abuse</u>.</p> <p>Reporting procedures for Regular and Casual Volunteers/Contractors, External Education Providers, parents/carers and other community members, including students, are included in our Statement of Commitment to Child Safety and Wellbeing and the College's Procedures for Responding to and Reporting Child Safety Incidents or Concerns which are available on our public website.</p>
<p>5</p>	<p>Plans and procedures for managing contraventions of the College's Child and Youth Risk Management Strategy.</p>	<p>Mount Alvernia College's Student Protection Program functions as the College's Child and Youth Risk Management Strategy.</p> <p>Mount Alvernia College has developed a clear plan for managing contraventions of the College's child protection policies and procedures, including our Student Protection Codes of Conduct, to ensure that appropriate consequences and corrective measures are employed following a breach of the Program. Refer to our <u>Student Protection Program Breach Management Plan</u>.</p>

<p>6</p>	<p>Policies and procedures about:</p> <ul style="list-style-type: none"> <li>• implementing and reviewing the risk management strategy; and</li> <li>• keeping appropriate records about matters under chapters 7 and 8 of the Working with Children (Risk Management and Screening) Act 2000 (Qld) related to persons employed or otherwise engaged by the College.</li> </ul>	<p>Mount Alvernia College ensures ongoing compliance with the Blue Card System, including both Blue Card and Exemption Card screening and reporting requirements, and the Child and Youth Risk Management Strategy, through a process of Compliance, Review and Improvement. This process ensures compliance with the College’s legal and regulatory obligations and requirements through planned annual reviews of the College’s Student Protection Program, as well as a review of the Program following any child protection incident.</p> <p>For more information, refer to <a href="#">Working with Children Checks (Blue Cards and Exemption Cards)</a>.</p> <p>Mount Alvernia College has <a href="#">Record Keeping and Compliance with the Blue Card System</a> policies and procedures.</p>
<p>7</p>	<p>Plans for managing the risks associated with high risk activities and special events.</p>	<p>Mount Alvernia College has developed and implemented a <a href="#">Risk Management Program</a> .</p> <p>The College has adopted a risk-based approach to child protection, safety and wellbeing. We complete a series of risk assessments in relation to various College activities and special events that may involve heightened risks to student safety and protection, and, as such, would require extra planning to ensure appropriate measures are implemented to manage identified risks. Refer to <a href="#">Student Protection Risk Management</a>.</p>

8	Strategies for providing communication and support for implementing the College's risk management strategy.	<p>Mount Alvernia College has developed strategies for the communication of our Student Protection Program and support. Refer to <a href="#">Communication and Support</a>.</p> <p>This includes strategies to communicate key aspects of the College's Student Protection Program to relevant stakeholders to ensure all members of the College community are aware of their responsibilities and understand what constitutes acceptable behaviour when interacting with children and young people.</p> <p>Mount Alvernia College has also developed strategies to provide support to all members of the College community to enable them to feel comfortable addressing issues of concern, and to reduce the likelihood of breaches of the College's Student Protection Program.</p> <p>The College Board ensures that staff complete annual training through the Student Protection Training Policy and Training Programs which include information:</p> <ul style="list-style-type: none"><li>• to help identify risks of harm to children; and</li><li>• to help handle disclosures or suspicions of harm to children; and</li><li>• about matters included in the risk management strategy.</li></ul>
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