



Gulf Christian College
Creating Opportunity

Policy No. 1.3

STUDENT SAFETY AND WELLBEING POLICY

ASSOCIATED POLICIES ARE:

1.0 REPORTING CONCERNS OF HARM AND ABUSE POLICY

1.1 CHILD RISK MANAGEMENT STRATEGY

1.1.1 RESTRICTED PERSONS DECLARATION FORM

1.2 CHILD PROTECTION MANDATORY REPORTING FORM

1.3 STUDENT SAFETY AND WELLBEING POLICY

1.4 GCC STATEMENT OF COMMITMENT

Adopted from ISQ Policies on 7 July 2026

REVISED Version &
endorsed by GCC
Board

2026 07 07

Adopted from ISQ Policies on 7 July 2026							
REVISED Version & endorsed by GCC Board	2026 07 07						

Student Safety and Wellbeing Policy

Purpose:	The purpose of this policy is to establish and promote a safe, inclusive and culturally responsive environment for all students, ensuring their safety and wellbeing are prioritised in every aspect of the school's operations. This policy provides written processes about how the College will implement and comply with the Child Safe Standards and Universal Principle as required under the <i>Child Safe Organisations Act 2024 (Qld)</i> .	
Scope:	The College Community – students and staff including full-time, part-time, permanent, fixed-term and casual employees, as well as contractors, volunteers and people undertaking work experience or vocational placements, members of the broader school community, including parents/guardians, and visitors.	
Status:	Approved	Supersedes: Nil – New
Authorised by:	GCC Board – Governing Body	Date of Authorisation: 7 July 2026
References:	• <i>Child Safe Organisations Act 2024 (Qld)</i> • <i>Education (Accreditation of Non-State Schools) Regulation 2017 (Qld)</i> • <i>QFCC Guidelines for implementing the Child Safe Standards in Queensland</i> • GCC Reporting Concerns of Harm and Abuse Policy • GCC Statement of Commitment to Student Safety and Wellbeing • For further related policies at end of this policy.	
Review Date:	Annually or as required	Next Review Date: 7 July 2027
Policy Owner:	GCC Board – Governing Body	

Definitions

Child safe entity, as per s10 of the *Child Safe Organisation Act 2024 QLD*, is an entity—

- (a) that provides—
 - (i) services specifically for children; or
 - (ii) facilities specifically for use by children who are under the supervision of the entity; and
 - (b) that is either—
 - (i) mentioned in [schedule 1](#); or
 - (ii) prescribed by regulation.
- (2) However, an individual is not a child safe entity unless the individual carries on a business as an entity mentioned in subsection (1), including, for example, as a sole trader or partner in a partnership under the *Partnership Act 1891, section 5*.¹

Child safe standards, as per s9 of the *Child Safe Organisation Act 2024 QLD*, are the following standards applying to an entity—

- (a) child safety and wellbeing is embedded in the entity's organisational leadership, governance and culture;
- (b) children are informed about their rights, participate in decisions affecting them and are taken seriously;
- (c) families and communities are informed and involved in promoting child safety and wellbeing;
- (d) equity is upheld and diverse needs respected in policy and practice;
- (e) people working with children are suitable and supported to reflect child safety and wellbeing values in practice;
- (f) processes to respond to complaints and concerns are child-focused;
- (g) staff and volunteers of the entity are equipped with the knowledge, skills and awareness to keep children safe through ongoing education and training;
- (h) physical and online environments promote safety and wellbeing and minimise the opportunity for children to be harmed;
- (i) implementation of the child safe standards is regularly reviewed and improved;
- (j) policies and procedures document how the entity is safe for children.²

Student, is any child or young person of any age, enrolled or seeking enrolment at <<School name>>.

Universal Principle, in implementing and complying with the Child Safe Standards, a child safe entity must provide an environment that promotes and upholds the right to cultural safety of children who are Aboriginal persons or Torres Strait Islander persons (the universal principle).³

QFCC, Queensland Family and Child Commission.

Objectives

Gulf Christian College will implement and comply with the Child Safe Standards and understand they may be required to give an authorised officer of the Queensland Family and Child Commission (QFCC) information about the College's compliance. In implementing and complying with the Child Safe

¹ *Child Safe Organisations Act 2024 (Qld)* s10

² *Child Safe Organisations Act 2024 (Qld)* s9

³ *Child Safe Organisations Act 2024 (Qld)* s11(2)

Standards, Gulf Christian College will provide an environment that promotes and upholds the right to cultural safety of children who are Aboriginal persons or Torres Strait Islander persons (the Universal Principle). The school will have regard to [Guidelines](#) made by the (QFCC) in implementing and complying with the Child Safe Standards and Universal Principle⁴.

As per the Guidelines, this policy outlines the ways in which Gulf Christian College actions and prioritises the safety and wellbeing of students. Rules and expectations regarding child safe practices are outlined for staff, volunteers and community members with the aim of establishing a child safe environment⁵.

This policy will:

- Set out the College's expectations, practices, and approaches in relation to each of the Child Safe Standards, including the Universal Principle
- Be displayed for public access on the College's website and at the College's office
- Cover acceptable and unacceptable child to child, and child to adult interactions
- Describe the College's commitment to equity, inclusion and cultural safety and how the organisation recognises, responds and respects these factors.

Principles

The implementation of, and compliance with, the Child Safe Standards and universal principle by Gulf Christian College are to be based on the following fundamental principles:

- (a) Child safe entity's, including Gulf Christian College are responsible for continuously improving the ways in which, in their operations—
 - (i) the safety of children is promoted; and
 - (ii) child abuse is prevented; and
 - (iii) allegations of child abuse are properly responded to;⁶
- (b) The Child Safe Standards are not a simple checklist. They encourage child safe entities to think about how their day-to-day work protects children's rights and safety.⁷

Responsibilities

Gulf Christian College is responsible for developing and implementing this Student Safety and Wellbeing Policy and related policies and procedures to ensure it fulfils its Child Safe Standards and Universal Principle obligations.

All governing body members, staff and volunteers at Gulf Christian College are responsible for acting in compliance with this policy and related policies and procedures.

⁴ *Child Safe Organisations Act 2024* (Qld), s11.

⁵ *Guidelines for implementing the Universal Principle and Child Safe Standards in Queensland*, QFCC, p94.

⁶ *Child Safe Organisations Act 2024* (Qld), s14.

⁷ *Guidelines for implementing the Universal Principle and Child Safe Standards in Queensland*, QFCC, p4.

Implementation of the Child Safe Standards

1. Leadership and Culture

Student safety and wellbeing is embedded in Gulf Christian College's leadership, governance and culture.⁸

Statement of Commitment

Gulf Christian College is dedicated to fostering a learning environment where every student feels safe, supported, and protected from foreseeable harm. We place the highest importance on student wellbeing and do not tolerate any form of abuse or harm. In line with the *Child Safe Organisations Act 2024 (QLD)*, we uphold the Child Safe Standards and the Universal Principle to ensure our College remains a respectful, inclusive, and accountable community. We actively listen to students, value their perspectives, and encourage them to be involved in decisions that influence their school experience.

Our commitment extends to ensuring the safety and inclusion of all students, including those from diverse cultural backgrounds, students with disability, LGBTQIA+ students, and any student who may be experiencing vulnerability. We also affirm our strong commitment to the cultural safety of Aboriginal and Torres Strait Islander students, ensuring their identities, histories, cultures, and connections to Country are honoured, respected, and embedded within our College environment.

The College acknowledges that the Child Safe Standards reflect the 10 National Principles of Child Safety acknowledged by the Royal Commission into Institutional Responses to Child Sexual Abuse.

The Child Safe Standards are:

- Child safety and wellbeing is embedded in our organisational leadership, governance and culture;
- Children are informed about their rights, participate in decisions affecting them and are taken seriously;
- Families and communities are informed and involved in promoting child safety and wellbeing;
- Equity is upheld and diverse needs respected in policy and practice;
- People working with children are suitable and supported to reflect child safety and wellbeing values in practice;
- Processes to respond to complaints and concerns are child-focused;
- Our staff and volunteers are equipped with the knowledge, skills and awareness to keep children safe through ongoing education and training;
- Physical and online environments promote safety and wellbeing and minimise the opportunity for children to be harmed;
- Implementation of the child safe standards is regularly reviewed and improved; and
- Policies and procedures document how the entity is safe for children.

The college is committed to having our leadership, governance, environment, culture, policies, procedures and practices reflect and embed these Child Safe Standards and the Universal Principle.

⁸ *Child Safe Organisations Act 2024 (Qld)*, s9(a).

The Universal Principle and cultural safety are:

The Universal Principle is about creating environments that make Aboriginal and Torres Strait Islander children feel culturally safe, which broadly means welcome, safe, valued, included and respected.

Risk Management

Gulf Christian College implements robust risk management processes to prevent, identify, and mitigate risks to children, and is committed to the monitoring of risk to the safety of students on an ongoing basis. Gulf Christian College will utilise various risk management tools including GCC Risk Management Framework, GCC Policy & Risk Committee Statement, GCC Strategic Risk Appetite Statement, GCC Delegations of Authority Policy, GCC Risk Register, GCC Work Health & Safety Policy, GCC Critical Incident Policy and associated plans to assist it in this process and will keep appropriate records of decisions made and actions taken in relation to risks to children.

Code of Conduct

All staff will ensure that their behaviour towards, and relationships with students, reflect proper standards of care for students. Staff, contractors and volunteers must not cause harm to students.

At Gulf Christian College we expect our staff and volunteers to conduct themselves as follows:

- College staff and volunteers are expected to always behave in ways that promote the safety and wellbeing of our students. Staff must actively seek to prevent harm to students, and to support those who have been harmed.

Specific responsibilities include:

- Staff and volunteers should avoid situations where they are alone in an enclosed space with a student.
- When physical contact with a student is a necessary part of the teaching/learning experience, staff and volunteers must exercise caution to ensure that the contact is appropriate and acceptable. Staff must always advise the student of what they intend on doing and seek their consent.
- Staff must not develop a relationship with any student that is, or that can be interpreted as having a personal rather than a professional interest in a student.
- Staff and volunteers must not have a romantic or sexual relationship with a student.
- Staff and volunteers must treat all students, colleagues and community members with respect, fairness and dignity, regardless of culture, race, ethnicity, language, religion, ability, gender, sexual orientation, or background.
- Staff and volunteers must not engage in any form of racism, discrimination, harassment, or exclusionary behaviour. This includes verbal, written, online or behavioural actions that demean, stereotype or disadvantage an individual or group.
- Staff and volunteers must actively challenge racist or discriminatory behaviour when it occurs and follow College procedures for reporting such incidents.
- Staff and volunteers must promote a culturally safe, inclusive and respectful environment by valuing diversity, acknowledging cultural differences, and modelling culturally responsive behaviour at all times.

Information Sharing & Recordkeeping

Staff and volunteers understand their obligations in information-sharing and maintaining accurate, secure records about child safety concerns, disclosures, and responses.

2. Student Voice

Students are informed about their rights, participate in decisions affecting them and are taken seriously.⁹

Gulf Christian College is committed to championing the voices of children and young people, ensuring they have genuine agency in matters that affect them. We listen to students in age-appropriate and culturally appropriate ways and create safe, structured opportunities for them to express their views.

Gulf Christian College uses the curriculum and educational programs to actively promote positive peer relationships and reduce student isolation by embedding learning experiences that strengthen social skills, empathy and respectful behaviours. Through age-appropriate lessons and whole-school wellbeing programs, students are also provided with access to sexual abuse prevention education that builds their understanding of personal safety, protective behaviours and where to seek help. Together, these curriculum-based approaches support safer, more connected and more informed students.

Gulf Christian College ensures that all staff and volunteers are consistently attuned to indicators of harm and abuse and are equipped to recognise when a student may need support. Age-appropriate and trauma-informed processes are in place to help students communicate their concerns safely and confidently, and staff actively respond to these disclosures with care and professionalism in accordance with Gulf Christian College's Reporting Concerns of Harm and Abuse Policy.

3. Family and Community

Families and the community are informed and involved in promoting student safety and wellbeing.¹⁰

Gulf Christian College recognises the vital role families and communities play in the safety, wellbeing, and education of students. We value strong, respectful, and collaborative partnerships with families and the broader College community.

We intentionally build inclusive relationships, particularly with First Nations families, local community members, and Elders. We honour Country and embed an Acknowledgement of Country in our practices to ensure students understand the importance of knowing and respecting the land on which we learn.

Regular communication through fortnightly newsletters, Facebook Posts and information letters sent home, ensures parents, carers and the College community are informed about the College's operations and governance.

⁹ *Child Safe Organisations Act 2024* (Qld), s9(b).

¹⁰ *Child Safe Organisations Act 2024* (Qld), s9(c).

4. Equity and Diversity

Equity is upheld, and the diverse needs of students are respected in policy and in practice.¹¹

Gulf Christian College is committed to creating an inclusive, equitable environment where all students feel safe, respected, and supported. We actively work to remove barriers to participation and ensure our practices reflect cultural safety for all students.

This commitment is actioned through the following:

- GCC Disability Discrimination Policy
- GCC Staff Code of Conduct Policy
- GCC Workplace Bullying Policy
- GCC WHS Policy
- GCC Student Bullying Policy

5. People

People working with students are suitable and supported to reflect student safety and wellbeing values in practice.¹²

Gulf Christian College's Recruitment Policy, Reporting Concerns of Harm Abuse Policy and associated policies, GCC Staff Code of Conduct Policy and Employment Contracts are evidence of fulfilment of the requirements.

Gulf Christian College is committed to recruiting, selecting, training and managing staff in such a way that limits risks to students. In particular, Gulf Christian College will:

- Ensure that its recruitment and selection procedures act to reduce the risk of harm to children from staff via:
 - Accurate position descriptions, including whether the successful applicant must be a teacher registered with the Queensland College of Teachers (who has been subject to relevant police and other safety checks), whether a Blue Card is necessary for the successful applicant, the responsibilities and supervision associated with the position, the nature and environment of the service provided to students, and the experience and qualifications required by the successful applicant.
 - Advertising the position with a clear statement about the College's commitment to safe and supportive work practices and identifying that candidates will be subject to a teacher registration check or Blue Card screening, a police check, referee checks, identification verification and the requirement to disclose any information relevant to the candidates' eligibility to engage in activities including children.
 - A selection process that includes assessing the application via an interview process, and referee and other checks (as identified above) based on the accurate position description.

¹¹ *Child Safe Organisations Act 2024* (Qld), s9(d).

¹² *Child Safe Organisations Act 2024* (Qld), s9(e).

- A probationary period of employment, which allows the school to further assess the suitability of the new staff and to act as a check on the selection process.
- Ensure that its training and management procedures act to reduce the risk of harm to students from staff via:
 - Management processes that are consistent, fair and supportive.
 - Performance management processes to help staff to improve their performance in a positive manner.
 - Supportive processes for staff when they are experiencing challenges, such as mentoring, mediation, conflict resolution, coaching, additional training, and external support and counselling services.
 - An induction program which thoroughly addresses the school's policies and procedures, particularly its expectations regarding student risk management, and to assist staff to understand their role in providing a safe and supportive environment for students.
 - Training new and existing staff on an ongoing basis to enhance skills and knowledge and to reduce exposure to risks, as follows:
 - the College's policies and procedures
 - identifying, assessing and minimising risks to students
 - handling a disclosure or suspicion of harm to a child.
 - Keeping a record of the training provided to staff.
 - Exit interviews to assist the school to identify broader issues of concern that may impact on the safety and wellbeing of students at the school.

6. Complaints

Processes to respond to complaints and concerns are child focused.¹³

Gulf Christian College is committed to maintaining a student-focused approach to receiving and responding to complaints. Our Complaints Handling Policy and Procedure outlines how concerns can be raised, the roles and responsibilities of staff, and the processes used to respond to different types of matters. We ensure that all complaints are taken seriously, addressed promptly and thoroughly, and managed in line with our reporting, privacy and employment law obligations.

Any concerns, disclosures or allegations relating to harm or abuse of a student are managed under the College's Reporting Concerns of Harm or Abuse Policy, which sets out our mandatory obligations to act protectively and report to the appropriate authorities.

¹³ *Child Safe Organisations Act 2024 (Qld)*, s9(f).

7. Skills and Knowledge

Staff and volunteers of the school are equipped with the knowledge, skills and awareness to keep students safe through ongoing education and training.¹⁴

The College will train its staff in processes relating to the health, safety and conduct of staff and students on their induction and will refresh training annually.¹⁵

8. Physical and Online Environments

Physical and online environments promote safety and wellbeing and minimise the opportunity for students to be harmed.¹⁶

Gulf Christian College proactively identifies and mitigates risks within both the physical and online environments, ensuring that safety measures do not compromise students' privacy or healthy development. Staff and students use online platforms in line with the College's code of conduct and related policies, supporting a safe, respectful and well-managed digital learning environment.

For further details about how Gulf Christian College manages risk see 1. Leadership and Governance above.

9. Continuous Improvement

Implementation of the Child Safe Standards is regularly reviewed and improved.¹⁷

Gulf Christian College is committed to fostering a culture of continuous improvement in child safety, wellbeing and cultural respect. We recognise that embedding the Child Safe Standards and Universal Principle is a continuing journey that requires ongoing commitment, regular review and continual strengthening of our practices.

Gulf Christian College will:

- Review policies, procedures and practices regularly to ensure they remain effective, responsive and appropriate for the College community. This includes undertaking periodic audits, self-assessments and reflective practice to identify strengths and opportunities for improvement.
- Analyse available data including complaints and concerns to identify causes and systemic issues and use these insights to inform continuous improvement of policies, procedures and practices.
- Measure and monitor outcomes by tracking meaningful indicators such as feedback from staff, students and families, incident reports, harm and abuse reports, training participation, and perceptions of cultural safety to understand current performance and areas requiring enhancement.

¹⁴ *Child Safe Organisations Act 2024* (Qld), s9(g).

¹⁵ *Education (Accreditation of Non-State Schools) Regulation 2017* (Qld) s.16(4)(c).

¹⁶ *Child Safe Organisations Act 2024* (Qld), s9(h).

¹⁷ *Child Safe Organisations Act 2024* (Qld), s9(i).

- Record, monitor and report to the GCC Board and Principal regarding any breaches of this policy or related policies.
- Engage the College community in continuous improvement by seeking and listening to feedback, encouraging open dialogue, and partnering with students, families, staff, volunteers and community stakeholders to inform updates to policies and practices.
- Provide ongoing learning, training and development for staff and volunteers, including induction and refreshers, to ensure everyone understands their responsibilities for child safety and cultural safety and is equipped to respond effectively as new risks or needs arise.

10. Policies and Procedures

Policies and procedures document how the school is safe for children.¹⁸

Gulf Christian College has embedded its Statement of Commitment to Student Safety and Wellbeing in all relevant policies and procedures. Gulf Christian College has made all relevant policies and procedures publicly available on its website www.gulfcc.qld.edu.au, College intranet and copies are available on request from the school office. Staff and volunteers are trained in implementing relevant policies and procedures regularly.

Related Policies and Resources

Policies

- Technology (Acceptable Use) Policy
- Child Risk Management Strategy Policy*
- Blue Card Organisational Portal
- Complaints Handling Policy*
- WHS Policy*
- Student Bullying Policy*
- Enrolment Policy
- Recruitment Policy
- Workplace Bullying Policy
- Reporting Concerns of Harm and Abuse Policy*
- Restricted Persons Declaration Form
- Risk Management Framework
- Staff Code of Conduct
- Commitment to Student's Safety and Wellbeing Statement*
- Volunteer-External Youth Support Policy
- Disability Discrimination Policy
- Exclusion and Suspension Policy*

*publicly available on the school website.

¹⁸ *Child Safe Organisations Act 2024* (Qld), s9(j).