



**Gulf Christian College**  
*Creating Opportunity*

## Policy No. 1

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# CHILD PROTECTION POLICY

ASSOCIATED POLICIES ARE:

1.1 CHILD RISK MANAGEMENT STRATEGY

1.1.1 RESTRICTED PERSONS DECLARATION FORM

Original Policy adopted from Nambour Christian College 2011 and replaced previous policy. <i>Subsequent Policy adopted from ISQ policy template dated July 2021 – first adopted Aug 2022 then updated 19 Dec 2022</i>							
ADOPTED GCC	11 August 2011						
REVISED Version & endorsed by GCC Board	2013 04 30	2015 05 18	2016 05 24	2016 10 25	2016 11 21	2018 05 15	
REVISED Version & endorsed by GCC Board	2021 03 24	2021 11 16	2022 01 12	2022 08 16	2023 02 22	2023 11 22	2024 01 09
REVISED Version & endorsed by GCC Board	2025 06 26	2025 12 17					



# Child Protection Policy

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<b>Purpose:</b>	<p>The purpose of this policy is to provide written processes about –</p> <ul style="list-style-type: none"> <li>(a) how the school will respond to harm, or allegations of harm, to students under 18 years; and</li> <li>(b) the appropriate conduct of the school’s staff and students</li> </ul> <p>to comply with accreditation requirements.</p>	
<b>Scope:</b>	<p>Students and employees, including full-time, part-time, permanent, fixed-term and casual employees, as well as contractors, volunteers and people undertaking work experience or vocational placements at Gulf Christian College Ltd.</p>	
<b>Status:</b>	Approved	Supersedes: Child Protection Policy dated 26.06.2025
<b>Authorised by:</b>	GCC Governing Body	Date of Authorisation: 17 December 2025
<b>References:</b>	<ul style="list-style-type: none"> <li>▪ <a href="#"><u>Child Protection Act 1999 (Qld)</u></a></li> <li>▪ <a href="#"><u>Child Safe Organisations Act 2024 - Queensland Legislation - Queensland Government</u></a></li> <li>▪ <a href="#"><u>Education (General Provisions) Act 2006 (Qld)</u></a></li> <li>▪ <a href="#"><u>Education (General Provisions) Regulation 2017 (Qld)</u></a></li> <li>▪ <a href="#"><u>Education (Accreditation of Non-State Schools) Act 2017 (Qld)</u></a></li> <li>▪ <a href="#"><u>Education (Accreditation of Non-State Schools) Regulation 2017 (Qld)</u></a></li> <li>▪ <a href="#"><u>Working with Children (Risk Management and Screening) Act 2000 (Qld)</u></a></li> <li>▪ <a href="#"><u>Working with Children (Risk Management and Screening) Regulations 2020 (Qld)</u></a></li> <li>▪ <a href="#"><u>Criminal Code Act 1899 (sections 229BB and 229BC)</u></a></li> <li>▪ GCC Complaints Handling Policy &amp; Procedure</li> <li>▪ GCC Child Risk Management Strategy (for the <i>Working with Children (Risk Management and Screening) Act 2000 (Qld)</i>)</li> <li>▪ GCC Work Health and Safety Policy (for the <i>Work Health and Safety Act 2011 (Qld)</i>)</li> <li>▪ GCC Child Protection Reporting Form</li> </ul>	
<b>Review Date:</b>	Annually	Next Review Date: 17 December 2026 or as required
<b>Policy Owner:</b>	Governing Body for Gulf Christian College Ltd	

## Definitions

- **Harm**, as per **s9 of the *Child Protection Act 1999***, to a child, is any detrimental effect of a significant nature on the child's physical, psychological or emotional wellbeing.
  1. It is immaterial how the harm is caused.
  2. Harm can be caused by—
    - a) physical, psychological or emotional abuse or neglect; or
    - b) sexual abuse or exploitation.
  3. Harm can be caused by—
    - a) a single act, omission or circumstance; or
    - b) a series or combination of acts, omissions or circumstances.
- **Child in need of protection**, as per **s10 of the *Child Protection Act 1999*** is a child who—
  - a) has suffered significant harm, is suffering significant harm, or is at unacceptable risk of suffering significant harm; and
  - b) does not have a parent able and willing to protect the child from the harm.
- **Sexual abuse**, as per **s364 of the *Education (General Provisions) Act 2006*** - in relation to a relevant person, includes sexual behaviour involving the relevant person and another person in the following circumstances—
  - (a) the other person bribes, coerces, exploits, threatens or is violent toward the relevant person;
  - (b) the relevant person has less power than the other person;
  - (c) there is a significant disparity between the relevant person and the other person in intellectual capacity or maturity.
- **Staff**, in this policy, refers to full-time, part-time, permanent, fixed term and casual employees, as well as contractors, volunteers and people undertaking work experience or vocational placements.

## Health and Safety

Gulf Christian College has written processes in place to enable it to comply with the requirements of the *Work Health and Safety Act 2011* (Qld) and the *Working with Children (Risk Management and Screening) Act 2000* (Qld).

## Responding to Reports of Harm

When the school receives any information alleging 'harm'<sup>1</sup> to a student (other than harm arising from physical or sexual abuse) it will deal with the situation compassionately and fairly so as to minimise any likely harm to the extent it reasonably can. This is set out in the school's Child Risk Management Strategy. Information relating to physical or sexual abuse is handled under obligations to report set out in this policy<sup>2</sup>.

## Conduct of Staff and Students

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<sup>3</sup>.

## Reporting Inappropriate Behaviour

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<sup>1</sup> *Education (Accreditation of Non-State Schools) Regulation 2017 (Qld) s.16(7)*: the definition of 'harm' for this regulation is the same as in section 9 of the *Child Protection Act 1999 (Qld)*

<sup>2</sup> *Education (Accreditation of Non-State Schools) Regulation 2017 (Qld) s.16(1)*

<sup>3</sup> *Education (Accreditation of Non-State Schools) Regulation 2017 (Qld) s.16(1)*

If a student considers the behaviour of a staff member to be inappropriate, the student should report the behaviour to any of the following Child Protection Officers<sup>4</sup>:

- Mr Andrew Evetts (Principal), or
- Mr Peter Lister (Secondary Coordinator), or
- Mrs Cynthia Thomas (Cultural Teacher), or
- Ps Kerry Evans (Board Chair and Delegate)

## Dealing with Report of Inappropriate Behaviour

A staff member who receives a report of inappropriate behaviour must report it to the principal. Where the principal is the subject of the report of inappropriate behaviour, the staff member must inform a director of the school's governing body<sup>5</sup>. Reports will be dealt with under the school's GCC Complaints Handling Policy.

## Reporting Sexual Abuse<sup>6</sup>

Section 366 of the *Education (General Provisions) Act 2006* states that if a staff member becomes aware, or reasonably suspects, in the course of their employment at the school, that any of the following has been sexually abused by another person:

- a) a student under 18 years attending the school;
- b) a kindergarten aged child registered in a kindergarten learning program at the school;
- c) a person with a disability who:
  - i. under section 420(2) of the *Education (General Provisions) Act 2006* is being provided with special education at the school; and
  - ii. is not enrolled in the preparatory year at the school.

then the staff member must give a written report about the abuse or suspected abuse to the principal or to a director of the school's governing body immediately.

The school's principal or the director must immediately give a copy of the report to a police officer.

If the first person who becomes aware or reasonably suspects sexual abuse is the Gulf Christian College principal, the principal must give a written report about the abuse, or suspected abuse to a police officer immediately and must also give a copy of the report to a director of the school's governing body immediately.

A report under this section must include the following particulars:

- a) the name of the person giving the report (the **first person**);
- b) the student's name and sex;
- c) details of the basis for the first person becoming aware, or reasonably suspecting, that the student has been sexually abused by another person;
- d) details of the abuse or suspected abuse;
- e) any of the following information of which the first person is aware:
  - i. the student's age;
  - ii. the identity of the person who has abused, or is suspected to have abused, the student;
  - iii. the identity of anyone else who may have information about the abuse or suspected abuse<sup>7</sup>.

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<sup>4</sup> *Education (Accreditation of Non-State Schools) Regulation 2017 (Qld) s.16(2) and s.16(3)*

<sup>5</sup> *Education (Accreditation of Non-State Schools) Regulation 2017 (Qld) s.16(2)*

<sup>6</sup> *Education (Accreditation of Non-State Schools) Regulation 2017 (Qld) s.16(2)(c)*

<sup>7</sup> *Education (General Provisions) Regulation 2017 (Qld) s.68*

## **Reporting Likely Sexual Abuse**<sup>8</sup>

Section 366A of the *Education (General Provisions) Act 2006* states that if a staff member reasonably suspects in the course of their employment at the school, that any of the following is likely to be sexually abused by another person:

- a) a student under 18 years attending the school;
- b) a kindergarten aged child registered in a kindergarten learning program at the school;
- c) a person with a disability who:
  - i. under section 420(2) of the *Education (General Provisions) Act 2006* is being provided with special education at the school; and
  - ii. is not enrolled in the preparatory year at the school.

then the staff member must give a written report about the suspicion to the principal or to a director of the school's governing body immediately.

The school's principal or the director must immediately give a copy of the report to a police officer.

If the first person who reasonably suspects likely sexual abuse is the school's principal, the principal must give a written report about the suspicion to a police officer immediately and must also give a copy of the report to a director of the school's governing body immediately.

A report under this section must include the following particulars:

- a) the name of the person giving the report (the **first person**);
- b) the student's name and sex;
- c) details of the basis for the first person reasonably suspecting that the student is likely to be sexually abused by another person;
- d) any of the following information of which the first person is aware:
  - i. the student's age;
  - ii. the identity of the person who is suspected to be likely to sexually abuse the student;
  - iii. the identity of anyone else who may have information about suspected likelihood of abuse<sup>9</sup>.

## **Reporting Physical and Sexual Abuse**<sup>10</sup>

Under Section 13E (3) of the *Child Protection Act 1999*, if a doctor, a registered nurse, a teacher or an early childhood education and care professional forms a 'reportable suspicion' about a child "in the course of their engagement in their profession", they must make a written report.

A **reportable suspicion** about a child is a reasonable suspicion that the child:

- a) has suffered, is suffering, or is at unacceptable risk of suffering, significant harm caused by physical or sexual abuse; and
- b) may not have a parent able and willing to protect the child from the harm.

The doctor, nurse, teacher or early childhood education and care professional must give a written report to the Chief Executive of the Department of Families, Seniors and Disability Services and Child Safety (or another department administering the *Child Protection Act 1999*). The doctor, nurse, teacher or early childhood education and care professional should give a copy of the report to the principal.

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<sup>8</sup> *Education (Accreditation of Non-State Schools) Regulation 2017 (Qld) s.16(2)(c)*

<sup>9</sup> *Education (General Provisions) Regulation 2017 (Qld) s.69*

<sup>10</sup> *Education (Accreditation of Non-State Schools) Regulation 2017 (Qld) s.16 (2)(d)*

A report under this section must include the following particulars:

- a) the basis on which the person has formed the reportable suspicion<sup>11</sup>;
- b) the child's name, age and sex descriptor;
- c) details of how to contact the child;
- d) details of the harm to which the reportable suspicion relates;
- e) particulars of the identity of the person suspected of causing the child to have suffered, suffer, or be at risk of suffering, the harm to which the reportable suspicion relates;
- f) particulars of the identity of any other person who may be able to give information about the harm to which the reportable suspicion relates<sup>12</sup>.

The regional Child Safety Regional Intake Services for Normanton within the business hours of Monday to Friday from 9am to 5pm are listed below. Outside of these hours, you can contact the Child Safety After Hours Service Centre on phone free call 1800 177 135 (Queensland only):

- Regional Intake Services (Child Safety & Disability Services): 1300 706 147  
*Email: [ngrisintake@cyjma.qld.gov.au](mailto:ngrisintake@cyjma.qld.gov.au)*
- Normanton Police Services: 07 4745 2555  
*Email: [mountisacpiu@police.qld.gov.au](mailto:mountisacpiu@police.qld.gov.au)*
- Normanton Police Liaison Officer (PLO – Ms Katrina Rapson): 0457 544 393
- Family and Child Connect: 133 264
- Bynoe CACS & CDP (former F.A.C.E. Team): 0439 571 989

## **Responsibilities under Criminal Code Act 1899 (Qld)**

The *Criminal Code Act 1899* includes two offences that pertain to the failure to report a child sexual offence and the failure to protect a child against a child sexual offence. A child sexual offence is an offence of a sexual nature by an adult against a child under 16 years or a person with an impairment of the mind.

### **Failure to Report<sup>13</sup>**

Under section 229BC of the Code, all adults must report sexual offences against a child by another adult to police as soon as reasonably practicable after the belief is, or ought reasonably to have been, formed. Failure to make a report, without a reasonable excuse, is a criminal offence. This offence applies to all adults inclusive of students 18 years or older, as well as parents/guardians and volunteers at the school. A reasonable excuse not to make a report under the *Criminal Code Act 1899* includes that a report has already been made under the *Education (General Provisions) Act 2006* (reporting sexual abuse or likely sexual abuse) and the *Child Protection Act 1999* (reporting significant harm or risk of significant harm) as per this policy.

### **Failure to Protect<sup>14</sup>**

Under section 229BB of the Code, all adults in positions of power or responsibility within institutions to reduce or remove the risk of child sexual offences being committed must take reasonable steps to protect children in their care from a child sexual offence. A failure to protect is an offence.

## **Awareness**

The school will inform staff, students and parents of its processes relating to the health, safety and conduct of staff

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<sup>11</sup> *Child Protection Act 1999 s.13G (2)(a)*

<sup>12</sup> See *Child Protection Regulation 2023 (Qld) s.4 "Information to be included in reports"*

<sup>13</sup> *Criminal Code Act 1899 (Qld) s.229BC*

<sup>14</sup> *Criminal Code Act 1899 (Qld) s.229BB*

and students in communications to them and it will publish these processes on its website<sup>15</sup>, through school newsletters, staff induction processes, student assemblies, during enrolment interviews and available from the school office.

### **Accessibility of Processes**

Processes relating to the health, safety and conduct of staff and students are accessible on the school website and will be available on request from the school administration<sup>16</sup>.

### **Training**

The school 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<sup>17</sup>.

As evidence of this annual and regular training the following will take place.

- Annual staff attendance register of ISQ online Child Protection Training
- Minutes of Staff Meetings
- Staff Induction Checklist – noted and signed by new staff member and supervisor
- Regular Principal Report to Board regarding Child Protection incidents – Significant Issues Report
- Regular Principal Report to Board regarding Formal Complaints received – Significant Issues Report
- Annual Board Child Protection Compliance Checklist
- Annual Board Formal Complaints Compliance Checklist
- Review of all relevant Child Protection and Complaints policies.

### **Implementing the Processes**

The school will ensure it is implementing processes relating to the health, safety and conduct of staff and students by auditing compliance with the processes annually<sup>18</sup>.

### **Complaints Procedure**

Suggestions of non-compliance with the school's processes may be submitted as complaints under GCC Complaints Handling Policy<sup>19</sup>.

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<sup>15</sup> Education (Accreditation of Non-State Schools) Regulation 2017 (Qld) s.16(4)(a)

<sup>16</sup> Education (Accreditation of Non-State Schools) Regulation 2017 (Qld) s.16(4)(b)

<sup>17</sup> Education (Accreditation of Non-State Schools) Regulation 2017 (Qld) s.16(4)(c)

<sup>18</sup> Education (Accreditation of Non-State Schools) Regulation 2017 (Qld) s.16(4)(d)

<sup>19</sup> Education (Accreditation of Non-State Schools) Regulation 2017 (Qld) s.16(5) and s.16(6)



***Private and Confidential***  
**Report of Suspected Harm or Sexual Abuse**

Date:
School:
School Phone:
School Email and/or Fax:

DETAILS OF STUDENT/CHILD HARMED OR AT RISK OF HARM/ABUSE:	
Legal Name:	Preferred Name:
DOB:	Sex Descriptor: <input type="checkbox"/> Male <input type="checkbox"/> Female <input type="checkbox"/> Other Descriptor of Sex ie <input type="checkbox"/> 'agender', <input type="checkbox"/> 'genderqueer', <input type="checkbox"/> 'non-binary' <input type="checkbox"/> other _____
Year Level:	Cultural Background:
Primary language spoken:	
Aboriginal <input type="checkbox"/> Torres Strait Islander <input type="checkbox"/> Aboriginal and Torres Strait Islander <input type="checkbox"/>	
Does the student have a disability verified under NCCD: Yes <input type="checkbox"/> No <input type="checkbox"/>	Disability Category:
Student's Residential Address:	Phone:
	Student's Personal Mobile:

FAMILY DETAILS	
Parent/caregiver 1:	Relationship to Student:
Address (if different from student):	
Phone: (H):	(W): (M):
Parent/caregiver 2:	Relationship to Student:
Address (if different from student):	
Phone: (H):	(W): (M):
Is the student in out of home care? Yes <input type="checkbox"/> No <input type="checkbox"/>	
Are there any Family Court or Domestic Violence orders in place? Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown <input type="checkbox"/>	

**PERSON ALLEGED TO HAVE CAUSED THE HARM OR ABUSE**

- |  |  |   |
|--|--|---|
| <input type="checkbox"/> Adult family member | <input type="checkbox"/> Child family member | <input type="checkbox"/> Other adult    |
| <input type="checkbox"/> Student/other child | <input type="checkbox"/> Unknown             | <input type="checkbox"/> Student - Self |

**PROVIDE ALL INFORMATION YOU HAVE WHICH LED TO THE SUSPICION OF HARM OR ABUSE (Attach extra pages if necessary).**

**Details of any harm and/or sexual abuse to the student** – please include: Time and date of the incident; location of the incident, source of information; details of person alleged to have caused the harm or sexual abuse; physical appearance of any injury; immediate and ongoing safety concerns; any disclosures made by student; any previous incidents of harm; behavioural indicators of harm; presence of any medical needs or developmental delays; and if the information relates to an unborn child, the alleged risk to the unborn child.

**Please indicate the identity of anyone else who may have information about the harm or abuse**

**Additional information provided as an attachment** YES ☐ NO ☐

Name of staff member making report if not the Principal:		
Name and Position:	Signature:	Date:
Principal:	Signature:	Date:
Principal's email address:		
Response requested by school:		

ACTION TAKEN		
Form was faxed or emailed to (please tick which agencies the form was sent to):	<input type="checkbox"/>	Queensland Police Services (QPS)
	<input type="checkbox"/>	the Department responsible for Child Safety
	<input type="checkbox"/>	Family and Child Connect

(Adapted from EQ SP-4 Report of Suspected Harm or Risk of Harm)

**Confirm receipt of faxed or emailed form and ensure original is stored in a secure location along with any other documentation collected for the purpose of this report.**

**Designated Email Recipients:**

- Police Service for Normanton area: [mountisacpiu@police.qld.gov.au](mailto:mountisacpiu@police.qld.gov.au)
- North Qld Child Safety: [nqrisintake@cyjma.qld.gov.au](mailto:nqrisintake@cyjma.qld.gov.au)
- Family and Child Connect: 133 264