



CHILD SAFETY & WELLBEING POLICY

CP-006

Document title	Child Safety and Wellbeing Policy		
Document ID	CP-006		
Version	Version 1	Supersedes	Child Protection Policy V11.1 Child Risk Management Strategy V9.0
Status	Board Approved		
Effective date	27 July 2026		
Purpose	See section 1 of this Policy		
Scope	See section 2 of this Policy		
Authorised by	St Patrick's College Townsville Limited (Governing Body). Date of Authorisation: 27 July 2026		
References	• Child Safe Organisations Act 2024 (Queensland) and Child Safe Organisations Regulation 2025 (Queensland). • Child Protection Act 1999 (Queensland). • Education (General Provisions) Act 2006 (Queensland) ss.364, 365, 365A, 366, 366A, 366B. • Education (Accreditation of Non-State Schools) Regulation 2017 (Queensland) ss.15 and 16. • Criminal Code Act 1899 (Queensland) ss.229BB and 229BC. • Working with Children Check Act 2000 (Queensland) and Regulation 2020 (Queensland). Education (Queensland College of Teachers) Act 2005 (Queensland). • Queensland Family and Child Commission guidelines. CP-001, CP-002, CP-003, CP-004, CP-005, CP-007, CP-008, CP-009 Modules 1 to 8. • Boarding series BRD-001 to BRD-010. • Staff Code of Conduct.		
Related College documents	CP-001 Reportable Conduct Procedure CP-002 Reportable Conduct Scheme Reporting Form CP-003 Reportable Conduct Scheme Notification Register CP-004 Student Protection Procedure CP-005 Staff Quick Reference CP-007 Reportable Conduct Scheme Governance and Delegation Statement CP-008 Child Safety Management Plan BRD-001 to BRD-010 (Boarding series)		
Review date	Annually Next Review Date: 27 July 2027		
Policy owner	Principal Custodian: Risk, Compliance and Assurance Manager		





PURPOSE

St Patrick's College Townsville exists to support the formation of every student in a community that respects the inherent dignity of the human person. Child safety and wellbeing are not adjacent to that mission. They are at its centre.

This Policy is the Governing Body-approved instrument for child safety and wellbeing at the College. It does two things at the strategic tier. First, it sets the framework within which the College implements the Ten Child Safe Standards and the Universal Principle for the cultural safety of Aboriginal and Torres Strait Islander children, as required under the Child Safe Organisations Act 2024 (Queensland). Second, it discharges the College's obligation under section 16 of the Education (Accreditation of Non-State Schools) Regulation 2017 (Queensland) to have written processes for student protection and the conduct of Staff and students.

SCOPE

This Policy applies to every student and every adult who engages with the College in any capacity, in every setting in which the College conducts its business. That includes classrooms, boarding houses, sporting fields, the Arcade, the courtyards, the Sport Complex, the STEM Learning Hub, excursions, camps, online learning platforms, and any other College-sanctioned activity on or off-site.

STATEMENT OF COMMITMENT

St Patrick's College Townsville has zero tolerance of child abuse, neglect and harm. Every Student has the right to feel safe, to be safe, and to be heard. The safety and wellbeing of children is the responsibility of every member of the College community. The College listens to students, believes students, and acts on concerns promptly. The College recognises the particular cultural safety of Aboriginal and Torres Strait Islander students as a specific and enforceable commitment. The College supports any person who raises a concern in good faith and does not tolerate retaliation against any such person.

The public-facing form of this commitment is at Appendix A.

I POLICY FRAMEWORK

I.1 Values

The College's approach to child safety and wellbeing is grounded in five values.

- **Dignity** - Every Student is valued as a person of inherent worth.
- **Voice** - Every Student is entitled to be heard and to participate in decisions affecting them.
- **Safety** - Every Student is entitled to be safe from harm, including physical, sexual, emotional and online harm, and harm caused by peers.
- **Culture** - Every Student is entitled to be educated in a culturally safe environment that affirms their identity.
- **Transparency** - The College is accountable to students, families, regulators and the wider community for how it discharges these responsibilities.

I.2 Legal context

This Policy operates at the intersection of two regulatory frameworks that govern child safety in Queensland schools.

The child protection framework. The *Child Protection Act 1999* (Queensland), the mandatory-reporting provisions of the *Education (General Provisions) Act 2006* (Queensland), and the written student-protection process obligations under section 16 of the *Education (Accreditation of Non-State Schools) Regulation 2017* (Queensland). The focus is on identifying a child who has suffered, is suffering or is at risk of suffering harm, getting them to safety, and requiring schools to have documented processes that Staff actually follow.



The child safe organisations framework. The *Child Safe Organisations Act 2024* (Queensland) and the *Child Safe Organisations Regulation 2025* (Queensland). These instruments hold organisations accountable for the way they recruit and supervise workers, listen to children and families, and investigate allegations of worker misconduct. The Ten Child Safe Standards and the Universal Principle apply from Thursday 01 January 2026. The Reportable Conduct Scheme under Chapter 3 commences Wednesday 01 July 2026.

Both frameworks apply concurrently. A single matter may engage one, the other, both, or neither. The operational documents below the strategic tier carry the response to both.

1.3 Relationship to other College documents

This Policy is the Governing Body-approved governing instrument for child safety and wellbeing. It is implemented through the documents below.

Strategic tier (Governing Body-approved). CP-008 Child Safety Management Plan: the College's strategic instrument for the Ten Child Safe Standards under the *Child Safe Organisations Act 2024* (Queensland).

Operational procedures. CP-001 Reportable Conduct Procedure (Principal as Head of Entity); CP-004 Student Protection Procedure (staff-facing); CP-007 Reportable Conduct Scheme Governance and Delegation Statement; CP-009 Reportable Conduct Investigation Toolkit Modules 1 to 8.

Compliance, intake and reference instruments. CP-002 Reportable Conduct Scheme Reporting Form; CP-003 Reportable Conduct Scheme Notification Register; CP-005 Staff Quick Reference.

Boarding architecture. BRD-001 Boarding Operations Policy and BRD-002 to BRD-010.

2 IMPLEMENTING THE TEN CHILD SAFE STANDARDS

The College implements each of the Ten Child Safe Standards under the *Child Safe Organisations Act 2024* (Queensland). The strategic implementation of each Standard is recorded at CP-008 §5. The Standards in summary:

Standard	Subject
Standard 1	Governance, leadership and culture.
Standard 2	Child participation and empowerment.
Standard 3	Family and community engagement.
Standard 4	Equity and diverse needs.
Standard 5	Staff suitability and support.
Standard 6	Child-focused complaints.
Standard 7	Staff knowledge and skills.
Standard 8	Safe physical and online environments.
Standard 9	Continuous improvement.
Standard 10	Documented policies and procedures.

Each Standard is given operational effect through the documents listed at §1.3, supervised by the Risk, Compliance and Assurance Manager and reported to the Governing Body annually.





3 THE UNIVERSAL PRINCIPLE

The College recognises that Aboriginal and Torres Strait Islander students have the right to be educated in a culturally safe environment, in which their identity is affirmed, their connection to family, community, Country and culture is respected, and racism in any form is not tolerated. The Universal Principle under the Child Safe Organisations Act 2024 (Queensland) is a separate and enforceable commitment, not a sub-item of any other Standard.

The College gives effect to the Universal Principle through:

- a cultural safety approach developed and reviewed in partnership with local Aboriginal and Torres Strait Islander communities, including Traditional Custodians of the land on which the College stands;
- acknowledgement of Country and the recognition of cultural events and significant days in the life of the College;
- curriculum, pastoral and religious education programs that affirm the identity of Aboriginal and Torres Strait Islander students;
- specific attention to the cultural safety of boarding students from Aboriginal and Torres Strait Islander communities, including from the Torres Strait;
- anti-racism practice, including Staff training, Student education and a zero-tolerance response to racist conduct;
- complaints pathways that are culturally accessible, including the option to be supported by a cultural advisor when raising a concern; and
- annual review of cultural safety practice, with Aboriginal and Torres Strait Islander Student, family and community voice.

4 ROLES AND RESPONSIBILITIES

The roles and responsibilities below are set at the policy tier. Operational allocations under specific procedures are recorded in CP-007 Reportable Conduct Scheme Governance and Delegation Statement and in the operational documents identified at §1.3.

Role	Responsibility under this Policy
St Patrick's College Townsville Limited (Governing Body)	Ultimate accountability for Student safety and wellbeing. Approves this Policy and material amendments. Receives structured reports on child safety at each meeting. Commissions the annual review against the Ten Child Safe Standards. Records its decision under section 366B of the Education (General Provisions) Act 2006 (Queensland) (see below).
Principal	Accountable for the operation of this Policy. Head of Entity under the Reportable Conduct Scheme. Reports to the Governing Body on child safety. Approves the operational procedures.
Deputy Principal - Students	Day-school operational leadership for Student welfare and protection. Escalation point for complex matters involving students.
Dean of Boarding	Implementation of this Policy in the boarding context, including after hours. Oversight of the Boarding series.
College Leadership Team	Implements this Policy in its area of responsibility. Contributes to the annual review.
Risk, Compliance & Assurance Manager	Custodian of this Policy and the policy register. Coordinates the annual compliance audit against the Ten Child Safe Standards. Manages document review cadence and version control across the architecture.





Role	Responsibility under this Policy
All Staff, contractors and volunteers	Comply with the Staff Code of Conduct. Complete required training. Recognise indicators of harm and respond under CP-004 Student Protection Procedure. Support the College's cultural safety practices.
Students	Supported to participate, raise concerns and be heard. Expected to treat each other with respect and to seek help when they or a peer need it.
Families	Informed of this Policy and the Staff Code of Conduct at enrolment. Supported to raise concerns through the family complaints channel. Consulted on matters concerning their child's safety and wellbeing.

4.1 Section 366B delegation

Section 366B of the *Education (General Provisions) Act 2006* (Queensland) permits the directors of a non-state school's governing body to delegate the receiving-and-forwarding function under sections 366 and 366A to an appropriately qualified person.

The statutory constraint: the delegate must not be the Principal and must not be any other Staff member of the school. Where there is more than one director, the delegation must be by unanimous resolution.

The Board delegates the function to an external appropriately qualified person.

5 AWARENESS, ACCESSIBILITY AND TRAINING

The College ensures that everyone who works or interacts with students has the knowledge required to keep them safe, and that students and families know what to expect from the College and how to raise concerns. The detail of how the College gives effect to this commitment sits at CP-008 §15 and through the College induction and recurring training program.

Awareness. This Policy and its associated procedures are made available to Staff, students and parents/guardians on the College website, in the enrolment information pack, in the Staff Induction Pack and the Boarding Staff Handbook, through Student-facing communications, and through annual reminders to the whole College community.

Accessibility. This Policy, the Statement of Commitment, the Student-facing summary and the family-facing summary are written in plain language. Communications about child safety are translated or culturally adapted where appropriate, including for Aboriginal and Torres Strait Islander families, families from culturally and linguistically diverse backgrounds, and families with accessibility needs.

Training. Every Staff member, contractor and volunteer completes child safety training at induction and annually thereafter, before having unsupervised contact with students. Role-specific training is delivered to boarding supervisors, pastoral care Staff, the College Leadership Team, members of the Governing Body and any person who may participate in a child protection or reportable conduct investigation. Cultural safety training is included. Training records are maintained at individual level and audited as part of the annual compliance audit.

6 IMPLEMENTATION, REVIEW AND COMPLAINTS

6.1 Implementation and annual audit

The College audits its compliance with this Policy and the operational documents below the strategic tier annually. The Risk, Compliance & Assurance Manager is the document custodian and coordinates compliance review. Material findings are reported to the Governing Body.





6.2 Review of this Policy

This Policy is reviewed annually against the Child Safe Organisations Act 2024 (Queensland), the Queensland Family and Child Commission guidelines and the College's own practice; after any material regulatory change; after any completed child protection matter that surfaces a lesson learned; following any critical incident, audit finding or external review; and in any event every two years from the date of authorisation.

Review is coordinated by the Risk, Compliance & Assurance Manager and presented to the Governing Body for approval. Material amendments are approved by the Governing Body. Minor amendments (typographical, cross-reference, contact details) may be approved by the Principal and tabled at the next Governing Body meeting.

6.3 Complaints about non-compliance

Suggestions of non-compliance with this Policy or the procedures it governs may be raised under the Complaints Handling Policy and the Complaint and Dispute Resolution Procedure. Where a complaint concerns Staff conduct, the matter is also assessed against this Policy and may engage one or more statutory reporting pathways under CP-004 or CP-001. The College does not tolerate victimisation of or retaliation against any person who raises a concern in good faith.

7 BREACH OF THIS POLICY

A failure by any Staff member, contractor or volunteer to comply with this Policy or the procedures it governs is treated as a serious matter. Depending on the nature and severity of the breach, consequences may include additional training or supervision, performance management, disciplinary action up to and including termination of employment or engagement, notification to the Queensland College of Teachers, notification under the Reportable Conduct Scheme, and referral to Queensland Police Service.

The College supports any person who raises a concern or makes a report in good faith. The College does not tolerate victimisation of or retaliation against any such person.





APPENDIX A - STATEMENT OF COMMITMENT TO CHILD SAFETY

The Statement of Commitment below is the public-facing expression of this Policy. It is reproduced on the College website, displayed at main entrances, included in the enrolment information pack and affirmed at Staff induction.

Statement of Commitment to Child Safety

St Patrick's College Townsville is committed to the safety, wellbeing and dignity of every Student entrusted to its care.

We believe that every Student has the right to feel safe, to be safe and to be heard. We have zero tolerance of child abuse, neglect and harm in any form.

We recognise the particular cultural safety of Aboriginal and Torres Strait Islander students as a specific commitment. We affirm their identity, their connection to family, community, Country and culture, and we will not tolerate racism.

We listen to students, we believe students, and we act on concerns promptly. We support students, Staff and families who raise concerns, and we do not tolerate retaliation against any person who does so in good faith.

The safety and wellbeing of children is the responsibility of every member of our community: Governing Body, Principal, Staff, contractors, volunteers, students and families together.





APPENDIX B - PLACEHOLDERS TO RESOLVE BEFORE ADOPTION

The following items are flagged in this Policy and must be resolved before it is put to the Governing Body for approval.

Placeholder	Where	To be confirmed by / with
Status, Authorised by, dates	Cover page	Principal and Governing Body
Cultural safety coordination role holder	§3	Principal
Local Aboriginal and Torres Strait Islander partner organisations and Elders	§3	Principal in consultation with community
Section 366B delegation decision (Option A or Option B); delegate identity and arrangements if Option A	§4.1	Governing Body, recorded in CP-007
Statement of Commitment endorsement date	Appendix A	Governing Body





CHANGE LOG

Version	Date	Change
Version 1	[DD Month YYYY]	Initial issue as the Governing Body-approved governing policy for child safety and wellbeing. Supersedes Child Protection Policy V11.1 and Child Risk Management Strategy v9.

