Version 2.2

Child Safe Anglican Education

• POLICY

Anglican Schools Commission

Purpose

The Child Safe Anglican Education Policy directs Anglican schools, and education and care services (ECS) on actions required to uphold children's safety. This includes:

- Promoting children's safety, wellbeing and best interests
- Effectively preventing, detecting and responding to reasonable suspicions of harm as well as matters which may be reportable conduct
- Application of the Child Safe Standards and the Universal Principle within each relevant Child Safe Entity.

By following this policy, schools and ECS are supported to meet relevant mandated requirements.

Public Commitment

Our Anglican schools, and education and care services are committed to promoting the safety, wellbeing and best interests of children, and to preventing, detecting and responding to child harm.

Every child has the right to be safe and feel safe.

As Anglican child safe organisations, we commit to:

- Implementing Queensland's 10 Child Safe Standards and the Universal Principle.
- Operating by Gospel values, which emphasise service, inclusivity, integrity, character, dignity, compassion, and justice.
- Providing children with exceptional pastoral care.
- Providing care that is physically, emotionally, psychologically and culturally safe.
- Taking all reasonable steps to protect children from exposure to harm.
- Empowering children to participate in decisions that affect them.
- Educating children about who to approach if they feel unsafe, or have concerns.
- Instructing our community members on how to respond to complaints, concerns, and breaches of our conduct expectations.
- Maintaining effective processes for responding to concerns of child harm.
- Listening, learning, and seeking to improve.

Application

This Policy is published by the Anglican Schools Commission (ASC) on behalf of the Anglican Church Southern Queensland (ACSQ). ACSQ requires everyone within Anglican schools and ECS in the Diocese of Brisbane to comply with this policy and its procedures. This includes any business or group operating under the authority or control of the school or ECS.

Anglican schools in the Diocese of North Queensland, who contribute to the annual Anglican Schools Commission Child Safety Levy are also permitted to use this policy.

The ACSQ is not responsible for the policy's implementation or compliance unless there is another corresponding governance responsibility.

For more information, including a list of relevant schools and ECS, refer to Annexure B.

Policy Exemptions

There are **no exemptions** to this policy.

In many circumstances other policies, such as those for work health and safety, risk management, behaviour management, human resources, and complaint handling, may also apply. At all times, these policies will be used in a way that prioritises the safety, wellbeing, and best interests of children, and the requirements outlined in this policy and its procedures.

Related Documents

Anglican schools and ECS will take all reasonable steps to uphold children's safety. This will be achieved by following procedures.

1. **Procedures: Child Safe Responses**	
Intended Audience	All workers in the school or ECS, including any business or group under the authority or control of the respective school or ECS; along with anyone who might identify non-compliance with this procedure.
Outcomes	• Processes for effectively responding to concerns of child harm (including risk of harm) and the conduct of a worker that may be reportable. • Processes for reporting if a school or ECS has not complied with the procedures for responding to concerns of child harm, and how this report will be managed.

2. **Procedures: Child Safe Operations**	
Intended Audience	Workers with operational management responsibilities in the school, ECS and any business or group under the authority or control of the respective school or ECS.
Outcomes	• **Prevention of harm:** Promoting the safety, well-being, and best interests of children. This includes taking all reasonable steps to reduce the likelihood of a child being harmed, especially when under the care, supervision, control, or authority of the school or ECS. • **Preparedness to respond:** Taking all reasonable steps to prepare school and ECS operations to effectively respond to concerns relevant to child harm and reportable conduct. • **Provide assurance:** Implementing actions to provide assurance that responsibilities for preventing, preparing for, and responding to child harm and reportable conduct are being met. • **Prioritise learning:** Committing to processes of continuous improvement, identifying and applying new learnings to enhance the ability to prevent, prepare for, and respond to child harm and reportable conduct.

In addition to these procedures, mandatory child safety requirements for schools and ECS are detailed in the Compliance Support Index published by the ASC. These requirements must be met in the implementation of this policy. The Compliance Support Index also provides guidance on how to apply the Child Safe Standards and Universal Principle.

The ASC also provides practice and education resources to help schools and ECS meet these requirements. This includes child-friendly versions of the policy and related processes.

Key Requirements

RESPONSIBILITIES:

1. Implementation Responsibilities

Principals in schools, along with **the Approved Provider** and **Nominated Supervisors** in ECS, are responsible for implementing this policy and its procedures. This applies to their respective school or ECS, including any business or group under its authority or control.

2. Conduct Expectations

All persons must conduct themselves in a way that does not harm a child or place a child at an unacceptable risk of harm. For **workers**, this is inclusive of matters defined as reportable conduct. This protects a child's right to physical, emotional, psychological, and cultural safety.

3. Compliance Obligations

All workers are responsible for meeting their specific responsibilities, detailed in this policy (including Annexure A) and related procedures.

This includes, but is not limited to, working in a way that actively encourages and enables:

- Children, their families, workers and community members to effectively raise concerns
- Concerns to be managed as per this policy and its procedures

Annexure A to this policy and the procedures provide further information on delegations made by the school or ECS governing body along with relevant context. Each separately incorporated school, and ECS with an Approved Provider who is not the ACSQ, must publish their own Annexure A reflecting their governance arrangements and supporting the language used in the procedures to be applied to their respective context.

NON-COMPLIANCE WITH THE PROCEDURES: CHILD SAFE RESPONSES

The Procedures: Child Safe Responses outlines the process for reporting if a school or ECS has not complied with these procedures.

- All workers are obligated to report reasonable suspicions of non-compliance using this process.
- Other people are asked to use this process. Children are always encouraged to seek assistance from adults they trust.

Other complaints are managed through the respective school or ECS complaints management processes. Where these complaints include concerns related to child harm or reportable conduct, such concerns will be managed as per this policy.

Glossary

All persons	People who have contact with, or information about, a child due to the child's attendance or enrolment at an Anglican school or ECS. This includes, but may not be limited to, other children, visitors and people referred to within this policy and the associated procedures as 'workers' (see definition below).
Anglican Schools and ECS	Those schools and ECS described in Annexure B, inclusive of any business or group operated under the authority or control of the respective school or ECS. Also referred to as schools/ECS.
Appropriate Persons	A Child Safe Advocate including a Nominated Supervisor (ECS), a Principal (schools), Approved Provider or delegate of the Approved Provider (ECS), and Delegate of the Governing Body, Delegated Reporting Officer or any Head of Entity. These staff are identified in each school or ECS Annexure to the Procedures: Child Safe Responses.
Approved Provider	The holder of provider approval under Part 2 of the *Education and Care Service National Law* who is responsible for the management and operations of an ECS. Where the Approved Provider is represented by a person or position for the purpose of this policy, this is described in Annexure A.
Child	An individual under 18 years old, and, unless explicitly stated, the term 'child' also includes young people who are enrolled in or attending an Anglican school (i.e. may have turned 18 years old).
Child Safe Action Plan	As described within the Procedures: Child Safe Operations, these plans describe actions to implement the Child Safe Standards and the Universal Principle.
Child Safe Advocate	Staff who have additional responsibilities for supporting the application of the Procedures: Child Safe Responses within their respective school or ECS. This includes being a contact person and support for children, families, workers, visitors and community members when they are concerned for a child's safety or wellbeing, or the conduct of any person associated with their school or ECS that may be considered inappropriate conduct, child abuse or neglect.
Child Safe Entity	Defined by section 10 and Schedule 1 of the *Child Safe Organisations Act 2024*. In addition to education services, and early childhood education and care services, the following Entities most commonly operated within a school or ECS are accommodation or residential services (including home stay and boarding), health services, religious bodies, services or activities provided primarily for children, commercial services for children and transport/transport related services for children.
Child Safe Standards and the Universal Principle	As described by section 9 and 11(2) of the *Child Safe Organisations Act 2024* and published in the Compliance Support Index.

Glossary

Concern	A 'concern' is information where it is reasonable to suspect a child has been harmed, or placed at risk of harm, due to the behaviour of another person and the resulting or potential impact on a child's physical, emotional, psychological or cultural safety. *Concerns typically fall into one of these groups:* Concern for a child related to the behaviour (action or inaction) of a parent or caregiver (usually unrelated to the school or ECS). Concern arising from peer interactions, where children are known to each other through their relationship with the school or ECS. Concern arising from the conduct of a worker, or other adult who is reasonably suspected to have had or will have contact with a child through their relationship with the school or ECS. This includes any conduct considered inappropriate, reportable allegation or conviction and is not limited to conduct in the course of work. Concern for a child related to the behaviour of another person not covered above – where their identity is known or unknown. For example, an online identity or a person who the child has come into contact within the broader community.
Delegated Reporting Officer	The person or position able to receive reportable allegations and information about reportable convictions regarding a Head of Entity.
Harm	Harm is generally defined as "damage to the health, safety, or wellbeing of a child. It can be the result of abuse or neglect by an adult or the conduct of other children. It includes: physical violence; sexual abuse, grooming and sexual misconduct; emotional and psychological harm; and neglect." *Source: Guidelines for implementing the Child Safe Standards in Queensland, Queensland Family and Child Commission, 2025* In some cases, harm may be of a sufficient threshold to also enliven reporting or other obligations under legislation. These obligations are often distinct and unique but generally share a common definition of what harm is. "Harm, to a child, is any detrimental effect of a significant nature on the child's physical, psychological or emotional wellbeing. It is immaterial how the harm is caused. Harm can be caused by physical, psychological or emotional abuse or neglect; or sexual abuse or exploitation. Harm can be caused by a single act, omission, or circumstance; or a series or combination of acts, omissions or circumstances." *Source: Section 9 Child Protection Act 1999 and Section 7 of the Education (Queensland College of Teachers) Act 2005.* Within the Procedures: Child Safe Responses, this is the definition of harm that is applied.
Head of Entity	The person or position with responsibility for the Child Safe Entity or Reporting Entity to meet their obligations under the *Child Safe Organisations Act 2024*. *Consistent with section 7 of the Child Safe Organisations Act 2024.* This person or position is identified in Annexure A.
Nominated Supervisor	This title applies to an individual in an ECS who: • is nominated by the Approved Provider to be a Nominated Supervisor of that ECS, and • unless the individual is the Approved Provider, has provided written consent to that nomination. *Source: Education and Care Services National Law (Queensland)*

Glossary

Principal	This title applies to an individual in a school who is the person responsible for the school's day-to-day management. *Source: Education (General Provisions) Act 2006* At some schools, alternative titles are used, such as Headmaster.
Reportable Conduct	REPORTABLE CONDUCT INCLUDES: A child sexual offence Sexual misconduct committed in relation to, or in the presence of a child Ill-treatment of a child Significant neglect of a child Physical violence committed in relation to, or in the presence of a child Behaviour that causes significant emotional or psychological harm to a child *Consistent with Section 26 Child Safe Orginisations Act 2024.* Reportable conduct may be one act or a series of acts or incidents. It is irrelevant if the conduct occurred whilst the worker was performing work for the Reporting Entity (e.g. the worker may be off duty, in their own home). Reportable conduct may apply to former workers where the alleged conduct occurred, or where the worker was convicted, during the period the worker was engaged by the Entity. Reportable conduct does not include conduct that is reasonable for the discipline, management or care of a child having regard to the characteristics of the child, including the age, developmental stage and health of the child; and any code of conduct or professional standard applying to that conduct.
Reportable Conduct Scheme	The Reportable Conduct Scheme requires Reporting Entities to identify, report and investigate allegations or convictions of child abuse or child-related misconduct made about their workers to the Queensland Family and Child Commission.
Reporting Entity	Defined by section 29 and Schedule 2 of the *Child Safe Organisations Act 2024*. In addition to education services, and early childhood education and care services, the following Entities most commonly operated within a school or ECS are accommodation or residential services (including home stay and boarding), health services and religious bodies.
Safety	Safety is the protection from harm. Broad definitions for safety include: • Physical safety: no unreasonable, or reasonably foreseeable, risk of harm to physical development or physical health. • Emotional and psychological safety: no unreasonable, or reasonably foreseeable, risk of harm to emotional or psychological development (e.g. cognitive, sexual and social development), wellbeing, mental health or psychosocial safety. • Cultural safety: to feel welcome, safe, valued, included and respected. *Source: Unpacking the Universal Principle – Cultural Safety in the Child Safe Standards | Queensland Family and Child Commission*
Workers	Workers is an inclusive term for any person who performs work of any kind within, or on behalf of, an Anglican school or ECS, including any business or group under the authority or control of the respective school or ECS. Workers include employees in all capacities, volunteers, contractors, subcontractors, consultants, labour-hire workers, trainees and work experience employees, and religious leaders. *Consistent with section 8 of the Child Safe Organisations Act 2024*

Legislative References

Anti-Discrimination Act 1991 (Qld)
Child Protection Act 1999 and *Regulation 2023* (Qld)
Child Safe Organisations Act 2024 and *Regulation 2025* (Qld)
Civil Liability Act 2003 and *Regulation 2014* (Qld)
Criminal Code Act 1899 (Qld)
Education and Care Services National Law and *Regulations* (Qld)
Education (Accreditation of Non-State Schools) Act and *Regulations 2017* (Qld)
Education (General Provisions) Act 2006 and *Regulations 2017* (Qld)
Education Services for Overseas Students Act 2000 (Cth)
Education (Queensland College of Teachers) Act 2005 and *Regulation 2016* (Qld)
Guide to Queensland's Reportable Conduct Scheme (legislative instrument)
Guidelines for implementing the Child Safe Standards in Queensland (legislative instrument)
National Code of Practice for Providers of Education and Training to Overseas Students (legislative instrument)
National Quality Standard (Schedule 1 of the *Education and Care Services National Regulations*), Australian Children's Education and Care Quality Authority (ACECQA)
Working with Children Check Act 2000 (Qld)
Work Health and Safety Act and *Regulation 2011* (Qld)

Canon (as applicable):

Professional Standards Canon
Protocol for Responding to Child Sexual Abuse and Sexual Misconduct, ACSQ (an instrument of the Professional Standards Canon)
Safe Ministry to Children Canon

Document Approval History

This policy, approved by Diocesan Council, is published by the ASC on behalf of the ACSQ. The ACSQ is formally known as the Corporation of the Synod of the Diocese of Brisbane.

The ASC welcomes feedback on the policy and will actively seek such feedback from key stakeholders at time of review. The policy will be reviewed under the review schedule, or earlier if required, for example, due to legislative change, emerging risks, or other identified improvement.

Wherever required to maintain accuracy, the ASC will make changes to this policy and related documents. The decision as to who approves such changes will be made based on whether the change is material in nature.

Status	**Approved (version 2.2)**
Approval Authority	Diocesan Council
Approval Date	28/05/2026
Effective Date	09/11/2026
Review Date	01/07/2029
Prior Versions	Version 1.0 from 01/01/2026 to 30/06/2026, noting this policy replaced the following policies: ◦ Protecting Children and Young People in Anglican Education ◦ Working with Children in Anglican Education ◦ Schools Child Protection Audit ◦ Complaints Management in Anglican Education (section 5.1.2(c) only) Version 1.0 updated to 2.0 to reflect commencement of the Reportable Conduct Scheme. ◦ Version 2.0 (Effective 01/07/26 to 12/07/26) ◦ Version 2.1 (Effective 13/07/26 to 08/11/26) ◦ Version 2.2 (Effective 09/11/26) Changes to version 2.0 are not material in nature and made to improve precision and readability.
Accountable Executive	Executive Director, Anglican Schools Commission
Policy Owner	Anglican Schools Commission
Policy Contact	Director of Child Safety, Anglican Schools Commission ASC@anglicanchurchsq.org.au
Publication	• Anglican School Commission • Respective schools, and education and care services (ECS)

Annexure A: Governing Roles and Delegations[1]

Governing roles and delegations as described in the Child Safe Anglican Education Policy and the Procedures: Child Safe Responses and Procedures: Child Safe Operations.

For Schools, and any other Reporting Entity under their control or authority:	
Role[2]	Position[3]
The Head of the Entity for the purpose of the Reportable Conduct Scheme.	Each respective school Principal
Delegated Reporting Officer for the purpose of the Reportable Conduct Scheme.	• Director of Child Safety, *Anglican Schools Commission* • Executive Director, *Anglican Schools Commission*

For Education and Care Services (ECS) only, including those co-located with a school:		
Role[2]	Position[3]	Further Information
The Approved Provider, or where the Approved Provider is an organisation, their representative – including recognition as the Head of the Entity for the purpose of the Reportable Conduct Scheme.	• Executive Director, *Anglican Schools Commission*	This differs from the role of a Nominated Supervisor.
Delegate of the Approved Provider for the purpose of administering the policy and the procedures, with the exception of the Reportable Conduct Scheme.	• Director - Early Years, *Anglican Schools Commission*	

[1]Schools who are separately incorporated and ECS where the ACSQ is not the Approved Provider are required to publish their own Annexure A: Additional delegations (see Annexure B for further information).

[2]Refer to the Procedures: Child Safe Responses and Procedures: Child Safe Operations for further details, inclusive of operational delegations such as the identity of Child Safe Advocates within each school or ECS.

[3]Note: Positions include when a person is formally acting in the role, for example: an Acting Executive Director.

Annexure A: Governing Roles and Delegations[1]

For both of the above:		
Role[2]	Position[3]	Further Information
The Delegate of the Governing Body to report sexual abuse or likely sexual abuse to Police. This is limited to circumstances outside of the most common practice where Principals (schools) and Nominated Supervisors or the Approved Provider (ECS) report sexual abuse/likely sexual abuse to Police.	• Executive Director, *Anglican Schools Commission* • Director of Child Safety, *Anglican Schools Commission*	For schools, this reflects the unanimous resolution of Diocesan Council (the governing body) under section 366B of the *Education (General Provisions) Act 2006*. This delegation is not intended to limit an individual's ability to report matters directly to the Police.
The Delegate of the Governing Body to receive concerns relating to the operations of the school/ECS. The Delegate will receive, within one business day, information from an Appropriate Person (usually the Principal or Approved Provider), including: • Concern for a child related to the behaviour of another person when the child is in the care, control, authority or supervision of the school or ECS • Concern relating to the conduct of a worker, or other person who is reasonably suspected to have contact with a child through their relationship with the school or ECS • Any breach of the *Working with Children Check Act 2000* • Urgent matters identified in the internal review of Child Safe Responses	• Executive Director, *Anglican Schools Commission* • Director of Child Safety, *Anglican Schools Commission*	On receiving these concerns, the Executive Director or Director of Child Safety will, in addition to any other responsibilities listed in the relevant procedures, make sure further internal reporting occurs, as required, such as risk reporting, insurance notifications, and the provision of any concerns about a member of Clergy or other Licensed Person to a Bishop or the Archbishop.
The Delegate of the Governing Body to receive complaints of non-compliance with Procedures: Child Safe Responses.	• Executive Director, *Anglican Schools Commission*	

[1]*Schools who are separately incorporated and ECS where the ACSQ is not the Approved Provider are required to publish their own Annexure A: Additional delegations (see Annexure B for further information).*

[2]*Refer to the Procedures: Child Safe Responses and Procedures: Child Safe Operations for further details, inclusive of operational delegations such as the identity of Child Safe Advocates within each school or ECS.*

[3]*Note: Positions include when a person is formally acting in the role, for example: an Acting Executive Director.*

Annexure B

The Anglican Church Southern Queensland (ACSQ) is formally known as the Corporation of the Synod of the Diocese of Brisbane.

1. **The ACSQ is the governing body for the following schools, and education and care services (ECS), and is supported by the Anglican Schools Commission, School Councils and ECS Management Committees to effectively govern. For ECS the ACSQ is also the Approved Provider.**

Anglican Church Grammar School (Churchie)
Coomera Anglican College, Early Learning Centre (ELC) and Outside School Hours Care (OSHC)
Fraser Coast Anglican College, Koala Kindy and Roos Care OSHC
Little Angels Salisbury ELC
Little Angels Tarragindi ELC
Riverwalk Robina ELC
St Alban's Early Childhood Centre
St Andrew's Anglican College, Little Saints ELC and OSHC
St Hilda's School, Pre-Preparatory and OSHC
St Luke's Anglican School, ELC and OSHC
St Paul's School and ELC
Sunnybank Anglican Parish OSHC
The Glennie School, Community Kindergarten and Pitstop OSHC
The Southport School, Pre-Preparatory School and OSHC
Toowoomba Anglican School and Community Kindergarten
West Moreton Anglican College

2. **Separately Incorporated Anglican schools and ECS in Queensland, with their own Board and governance structure are:**

ACSQ Controlled[1]	Other Schools including their respective ECS'
• Cannon Hill Anglican College	• All Saints Anglican School
• Carey Lane ELC (Note ACSQ is the Approved Provider)	• All Souls St Gabriels School
• Oaklands ELC and OSHC (Churchie)	• Canterbury College
• St John's Anglican College, Little Saints Kindergarten and, After and Before College Care (ABCC)	• Hillbrook Anglican School
	• Matthew Flinders Anglican College
	• St Aidan's Anglican Girls' School
• The Springfield Anglican College, Tiny Tartans Kindergarten and ABCC	• St Margaret's Anglican Girls' School
	• The Cathedral School
	• Trinity Anglican School
	• Whitsundays Anglican School

Reminder: The ACSQ requires all people within Anglican schools and ECS in its catchment area to comply with this policy and its associated procedures. This includes any business or group operating under the authority or control of the respective school or ECS.

[1] *Controlled refers to ACSQ as the sole shareholder / member of the companies operating these entities.*


Anglican
Schools
Commission