

Child Risk Management Strategy

Child Risk Management Strategy

Purpose:	The purpose of this strategy is to eliminate and minimize risk to student safety and ensure the safety and wellbeing of all students.	
Scope:	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 Men of Business Academy	
Status:	<input type="checkbox"/> Draft <input checked="" type="checkbox"/> Approved	Supersedes: 2024 Child Risk Management Strategy
Authorised by:	Executive Manager – Jason Sessarago	Date of Authorisation: 24/03/2025
References:	<ul style="list-style-type: none"> • <i>Child Protection Act 1999 (Qld)</i> • <i>Education (General Provisions) Act 2006 (Qld)</i> • <i>Education (General Provisions) Regulation 2017 (Qld)</i> • <i>Education (Accreditation of Non-State Schools) Act 2017 (Qld)</i> • <i>Education (Accreditation of Non-State Schools) Regulation 2017 (Qld)</i> • <i>Working with Children (Risk Management and Screening) Act 2000 (Qld)</i> • <i>Working with Children (Risk Management and Screening) Regulations 2020 (Qld)</i> • <i>Criminal Code Act 1899 (sections 229BB and 229BC)</i> • <i>Education (Queensland College of Teachers) Act 2005 (QLD)</i> • <i>Education and Care Services National Law (Queensland)</i> • <i>Blue Card Services Child and Youth Risk Management Strategy Toolkit</i> • Men of Business Academy Complaints Handling Policy • Men of Business Academy Complaints Handling Procedure • Men of Business Academy Child Risk Management Strategy (for the <i>Working with Children (Risk Management and Screening) Act 2000 (Qld)</i>) • Men of Business Academy Work Health and Safety Policy (for the <i>Work Health and Safety Act 2011 (Qld)</i>) • Men of Business Academy Child Protection Reporting Form: Report of Suspected Harm or Sexual Abuse 	
Review Date:	Annually	Next Review Date: 24/03/2026
Policy Owner:	MOB Australia Ltd trading as Men of Business Academy – Board of Directors	

Statement of Commitment

Men of Business Academy is committed to taking all reasonable steps to promote the safety and wellbeing of students enrolled at the school and their protection from foreseeable harm.¹ In practice, Men of Business Academy is committed to acting in accordance to the Working with Children (Risk Management and Screening) Act 2000 (Qld) ("the Act") to promote the safety and wellbeing of students means that it will implement the measures outlined below in points.

Code of Conduct

At Men of Business Academy, we expect our employees to conduct themselves as follows:

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

Specific responsibilities include:

- Employees 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, employees must exercise caution to ensure that the contact is appropriate and acceptable. Employees must always advise the student of what they intend doing and seek their consent.
- Employees 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.
- Employees must not have a romantic or sexual relationship with a student.

This commitment is evidence of Men of Business Academy's fulfilment of the requirements of Schedule 1 s.2(2).

Recruitment, Selection, Training and Management Procedures

Men of Business Academy is committed to recruiting, selecting, training and managing employees in such a way that limits risks to students. In particular, Men of Business Academy will:

- Ensure that its recruitment and selection procedures act to reduce the risk of harm to students from employees via:

¹ Working with Children (Risk Management and Screening) Regulation 2020 (Qld) sch 1 s.2(1)

- 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 school'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 including if an Apprehended Violence Order exist, 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.
- A probationary period of employment, which allows the school to further assess the suitability of the new employee 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 employees via:
 - Management processes that are consistent, fair and supportive.
 - Performance management processes to help employees 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 expectation regarding students risk management and to assist employees 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 school'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 employees.
 - 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.

This commitment is evidence of Men of Business Academy's fulfilment of the requirements of Schedule 1 x. 2(3)

Handling Disclosures or Suspicions of Harm

Any of the types of concerns or reports below must be reported and managed under the Men of Business Academy's Child Protection Policy and Child Protection Procedure, as follows:

- All staff with concerns about sexual abuse, or likely sexual abuse, or a child sexual offence committed by an adult
- Teachers, nurses and early childhood education and care professionals with concerns of sexual or physical abuse
- All staff who have received a report of inappropriate behaviour by another staff member.

To report any type of harm, all staff members should use the Men of Business Academy Child Protection Reporting Form: Report of Suspected Harm or Sexual Abuse.

Furthermore, and in accordance with section 76 of the Education (Queensland College of Teachers) Act 2005, the principal of Men of Business Academy will report to the Queensland College of Teachers any investigations into allegations of harm caused, or likely to be caused, to a student because of the conduct of a relevant teacher at the school.

Any report made under this section or the Men of Business Academy Child Protection Policy will fulfill the reporting obligations of all adults under the Criminal Code Act 1899.

This commitment is evidence of Men of Business Academy's fulfilment of the requirements of Schedule 1 s.2(4).

Managing Breaches of this Child Risk Management Strategy

Men of Business Academy is committed to appropriately managing breaches of this Child Risk Management Strategy in accordance with its other relevant policies as appropriate in the circumstances, such as its Child Protection Policy, Staff and Volunteer Code of Conduct, Complaints Handling Policy and Procedures and Enterprise Bargaining Agreement or equivalent, and this is evidence of fulfilment of the requirements of Schedule 1 s.2(5).

Implementing and Reviewing the Child Risk Management Strategy

This strategy in its entirety and its related policies and procedures are evidence of fulfilment of the requirements of Schedule 1 s.2(6)(a) relating to implementation.

The introduction to this Child Risk Management Strategy and the "Compliance and Monitoring" section below state Men of Business Academy's commitment to

reviewing the strategy annually and are evidence of fulfilment of the requirements of the Schedule 1 s.2(6)(a) relating to review.

Blue Card Policies and Procedures

Men of Business Academy is committed to acting in accordance with chapters 7 and 8 of the Act relating to the screening of employees in such a way that limits risks to children. In particular, Men of Business Academy will:

- Require relevant prospective or current employees, volunteers, trainee students and directors of the Men of Business Academy Board of Directors to have working with children authority, and check the validity and appropriateness of any currently held notices, in accordance with Men of Business Academy's position descriptions and the Act prior to the commencement of their engagement.
- Not allow a person to continue to work with children if their working with child authority is cancelled or suspended or a negative notice is received after a change of police information.
- Have all relevant prospective employees and volunteers engaging in Restricted Employment acknowledge and sign a Restricted Person Declaration Form (attached to this document) declaring they are not a restricted person prior to commencing their engagement.
- Not allow a person relying on an exemption to continue to work with children if they become a restricted person.
- Link and unlink individuals as they commence and conclude their engagement with the school.
- Appoint a school contact person who will be responsible for managing the working with child screening process and all related documentation and records.
- Keep written records of all the above actions, decisions and outcomes, including the dates of expiry for working with children authority.
- Ensure that all information in relation to working with children authority is kept confidential.
- Act to remind employees to keep their working with children authority up to date and apply for a renewal prior to expiry.
- Take appropriate action if an employee, volunteer, trainee student or director of the Men of Business Academy Board of Directors fails to submit a renewal application prior to their working with children authority expiring.

This commitment is evidence of Men of Business Academy's fulfilment of the requirements of Schedule 1 s.2(6)(b).

High Risk Management

Men of Business Academy is committed to identifying risks, assessing risks, eliminating and minimising risks and the monitoring of risk to the safety of students on an ongoing basis. All staff are required to familiarise themselves with the Men of Business Academy Staff and Volunteer Code of Conduct and Duty of Care Handbook. Additionally, Men of Business Academy will utilise various risk management tools to assist it in this process and will keep appropriate records of decisions made and actions taken in relation to risks to children. This commitment is evidence of Men of Business Academy's fulfilment of the requirements of Schedule 1 x.2(7).

Strategies of Communication and Support

Men of Business Academy's commitment to making this Child Risk Management Strategy available to students, parents/guardians and staff via its enrolment package, induction training, staff handbook and school website, is evidence of fulfilment of the requirements of Schedule 1s.2(8)(a).

Men of Business Academy is committed to training employees in relation to risks to students and will conduct this training regularly via annual formal training events, informal updates at whole school meetings and regular discussions between the principal and employees, and this is evidence of fulfilment of the requirements of Schedule 1 s.2(8)(b).

Responsibilities

Men of Business Academy is responsible for developing and implementing this Child Risk Management Strategy and related policies and procedures to ensure it fulfils its obligations.

All employees at Men of Business Academy are responsible for acting in compliance with this Child Risk Management Strategy and related policies and procedures.

Compliance and Monitoring

Men of Business Academy is committed to the annual review of this strategy. Men of Business Academy will also record, monitor and report to the Men of Business Academy Board of Directors regarding any breaches of the strategy. In addition, the Men of Business Academy is committed to other various compliance and monitoring arrangements made under relevant policies and procedures.

Related Documents

- Men of Business Academy Child Protection Policy
- Men of Business Academy Blue Card Register
- Men of Business Academy Restricted Person Declaration
- Men of Business Academy Child Protection Reporting Process: Student Wellbeing and Mandatory Reporting
- Men of Business Academy Child Protection Reporting Form
- Men of Business Academy Staff and Volunteer Code of Conduct
- Men of Business Academy Staff and Volunteer Code of Conduct: Duty of Care Handbook
- Men of Business Academy Complaints Handling Policy
- Men of Business Academy Complaints Handling Procedure