

# North Arm State School P&C Association Student Protection Risk Management Strategy 2026

*This Strategy is effective from 16 March 2026 (date endorsed) and is to be reviewed and updated annually in time for endorsement at the following AGM. This is an annual requirement of the P&C Association.*

**Review Date:** March 2027

**Version:** 1.0

**Disclaimer:**

This Strategy has been developed to meet the P&C Association's obligations under the Child Safe Organisations Act 2024 (Qld), which requires organisations working with children to implement the Universal Principle and 10 Child Safe Standards as regulated by the Queensland Family and Child Commission (QFCC).

It also fulfils our ongoing obligations under the Working with Children (Risk Management and Screening) Act 2000 (Qld) (Blue Card Act), including the requirement for a child and youth risk management strategy, and aligns with the Department of Education's Student Protection Policy, Student Protection Procedure, and Allegations Against Employees Procedure.

# North Arm State School P&C Association

**Effective Date:** 16 March 2026

**Review Date:** Annually, at the Annual General Meeting

**Version:** 1.0

**Purpose** This Child Safe Organisation Policy and Student Protection Risk Management Strategy (the "Strategy") is developed by the North Arm State School P&C Association ("the P&C Association") to ensure the safety and wellbeing of all children and young people involved in P&C activities and environments. It serves to:

- Comply with the legislative requirements of the *Working with Children (Risk Management and Screening) Act 2000 (Qld)* and the *Working with Children (Risk Management and Screening) Regulation 2020 (Qld)*.
- Align with and support the Department of Education's Child and Student Protection Policy and Student Protection Procedure.
- Implement the Queensland Child Safe Standards as outlined in the "Guidelines for Implementing the Universal Principle and Child Safe Standards in Queensland" issued by the Queensland Family and Child Commission (QFCC).
- Provide a clear framework for all P&C Association members, volunteers and employees regarding their responsibilities and expected behaviours in creating a child-safe environment.

**Scope** This Policy applies to all P&C Association members, volunteers, paid staff and any other individuals involved in P&C activities, programs, and services, whether on school grounds or at off-site P&C organised events.

**Our Commitment to Child Safety and Cultural Safety** The P&C Association is committed to creating and maintaining a child-safe environment for all children, ensuring that their safety, wellbeing, and rights are a primary consideration in all activities and decision-making processes. This commitment is underpinned by the Universal Principle of Cultural Safety and the 10 Child Safe Standards, as regulated by the QFCC.

**The Universal Principle: Cultural Safety for Aboriginal and Torres Strait Islander Children** The P&C Association acknowledges the unique vulnerabilities and experiences of Aboriginal and Torres Strait Islander children and is deeply committed to ensuring their cultural safety. This commitment is paramount and will be embedded in all aspects of our operations.

**Implementation of the Reportable Conduct Scheme (commencing 1 July 2026)** The P&C

Association will comply with the new Reportable Conduct Scheme, including obligations to:

- Notify the head of the entity (P&C President) of any reportable allegation •  
Ensure systems exist for receiving and escalating concerns
- Cooperate with QFCC, Blue Card Services, and the Department of Education regarding investigations

**Note:** This Scheme does not require P&C volunteers or members to investigate allegations. All investigations are undertaken by QPS, Child Safety, DoE Integrity, or other authorised bodies.

## The 10 Child Safe Standards

The P&C Association commits to embedding the 10 Child Safe Standards in all its practices, policies, and procedures:

**Standard 1: Child safety is embedded in our organisation's leadership, governance and culture.**

- **Commitment:** Child safety and wellbeing are embedded in the P&C Association's leadership, governance, and culture. The P&C are explicitly committed to child safety, regularly reviewing and endorsing this Strategy.
- **Implementation:** The P&C Executive and members will publicly commit to children's safety and cultural safety, championing and modelling these values in all P&C activities. We foster an open and transparent culture where child safety is paramount, encouraging all personnel to raise concerns without fear of reprisal. Our annual checklist (see Appendix B) includes indicators for cultural embedding.

**Standard 2: Children and young people are informed about their rights, participate in decisions affecting them and are taken seriously.**

- **Commitment:** Children are informed about their rights, participate in decisions affecting them, and are taken seriously.
- **Implementation:** We will use age-appropriate methods to inform children about their rights, including the right to feel safe and to be heard. We will seek children's input on relevant P&C activities where appropriate. All disclosures or concerns raised by children are responded to promptly, sensitively, and taken seriously, following established procedures.

**Standard 3: Families and communities are informed and involved in promoting child safety and wellbeing.**

- **Commitment:** Families and communities are informed and involved in promoting child safety and wellbeing.
- **Implementation:** We will foster open and transparent relationships with families and the school community, providing clear information about our child safety practices and encouraging their involvement. We collaborate with the school and other community organisations to promote a consistent approach to child safety.

**Standard 4: Equity is promoted and diverse needs are respected in keeping children and young people safe.**

- **Commitment:** Equity is upheld, and diverse needs are respected in policy and practice.
- **Implementation:** Our approaches will be tailored to reflect the diversity of children, families, and communities we serve, ensuring culturally safe, inclusive, and equitable practices for all children, including those with disabilities, from diverse cultural backgrounds, or with specific vulnerabilities. Our activity-specific risk management plans consider increased vulnerabilities for specific groups of children (e.g., children with disabilities) to implement appropriate safeguards.

**Standard 5: People working with children and young people are suitable and supported.**

- **Commitment:** Individuals working with children are suitable and supported to reflect child safety and wellbeing values.
- **Implementation:** All P&C personnel (employees and volunteers) who undertake child related regulated activities must hold a valid Blue Card (or Exemption Card where applicable) and comply with the Working with Children (Risk Management and Screening) Act 2000 (Qld) requirements. Our "Blue Card Register" and "Volunteer Register" are maintained for this purpose. All P&C personnel are required to read, understand, and adhere to the "P&C Code of Conduct" and the "Standards of Behaviour Fact sheet" (see Resources Hub).

**Standard 6: Processes for raising concerns and complaints are accessible, understood and responsive.**

- **Commitment:** Processes for responding to complaints and concerns are child-focused.
- **Implementation:** We will have clear, accessible, and child-friendly procedures for raising concerns or making complaints, ensuring they are trauma-informed, culturally responsive, and allow for appropriate investigation and response. All complaints will be taken seriously and handled promptly and confidentially. View the Process for Responding to a Disclosure of Harm to a Child flow chart in Appendix D below.

**Standard 7: Information about child safety and wellbeing is used to improve policies, procedures, and practices.**

- **Commitment:** Staff and volunteers are equipped with the knowledge, skills, and awareness to keep children safe.
- **Implementation:** Mandatory training will be provided for all P&C members and volunteers on child protection, the Universal Principle, and the 10 Child Safe Standards. This will include recognising signs of harm and appropriate reporting procedures. We maintain records of child safety incidents, concerns, and complaints using the "Confidential Record of Child Harm Allegation" (see Resources Hub).

**Standard 8: Risk management engages with the potential for harm in the physical and online environments.**

- **Commitment:** We identify, assess, and take steps to minimise opportunities for children to be harmed across all P&C activities and environments (both physical and, where applicable, online).
- **Implementation:** We will regularly assess and manage risks in all physical spaces where P&C activities occur. For all P&C activities, particularly high-risk activities or special events, a "Student Protection Activity Risk Management Plan" (see Appendix C) must be completed to identify and mitigate specific child safety risks. Guidelines for safe online interactions, including social media and digital communications, will be established and followed.

**Standard 9: Physical environments are safe for children and young people.**

- **Commitment:** We ensure that physical environments where P&C activities take place are regularly assessed for safety hazards and risks to children. This includes appropriate supervision ratios and clear designated areas for activities.
- **Implementation:** We will establish mechanisms for regular review and evaluation of our child safety practices, seeking feedback from children, families, staff, and volunteers to continuously improve our approach.

**Standard 10: The organisation's systems are regularly reviewed and improved to create and maintain a child safe environment.**

- **Commitment:** Policies and procedures are reviewed and updated annually in time for endorsement at the Annual General Meeting (AGM). The "P&C Association Student Protection Annual Checklist" (see Appendix B) is completed prior to the AGM to ensure ongoing implementation and review of processes and procedures.
- **Implementation:** This Strategy, along with The P&C Code of Conduct (as per the Constitution), incident reporting forms, and other relevant policies, will clearly document our commitment and procedures for child safety, ensuring they are accessible and understood by all. A copy of the completed annual checklist must be provided to the Principal, fostering collaborative oversight.

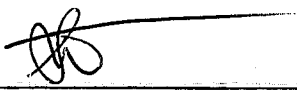
Endorsement:

Signed: 

Amy Butler

P&C Vice President

Date: 6 March 2026

Signed: 

Josh Scott

Principal, North Arm State School

Date: 10/03/26