

# CHILD PROTECTION POLICY



## PURPOSE

The purpose of this policy is to provide written processes about:

- (a) how the school will respond to harm, or allegations of harm, to students under 18 years; and
- (b) the appropriate conduct of the school's staff and students

to comply with accreditation requirements.

## SCOPE

This policy applies to all 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 Australian International Islamic College and covers information about the reporting of harm and abuse. This policy also applies to the College Board and its delegates.

## REFERENCE

- [Child Protection Act 1999 \(Qld\)](#)
- [Education \(General Provisions\) Act 2006 \(Qld\)](#)
- [Education \(General Provisions\) Regulation 2017 \(Qld\)](#)
- [Education \(Accreditation of Non-State Schools\) Act 2017 \(Qld\)](#)
- [Education \(Accreditation of Non-State Schools\) Regulation 2017 \(Qld\)](#)
- [Working with Children \(Risk Management and Screening\) Act 2000 \(Qld\)](#)
- [Working with Children \(Risk Management and Screening\) Regulations 2020 \(Qld\)](#)
- Australian International Islamic College Complaints Handling Policy
- Australian International Islamic College Complaints Handling Procedure
- Australian International Islamic College Child Risk Management Strategy (for the *Working with Children (Risk Management and Screening) Act 2000 (Qld)*)
- Australian International Islamic College Work Health and Safety Policy (for the *Work Health and Safety Act 2011 (Qld)*)

Approved By: College Board  
 Contact: Principal  
 Date Approved: May 2020

Status: Approved  
 Reviewed | Annually  
 Updated: April 2023  
 Next Review Due: December 2023

This policy may be updated or revised from time to time. The College will not notify you each time the Policy is changed.

## DEFINITIONS

- **Section 9 of the *Child Protection Act 1999* - “Harm”**, 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.
  
- **Section 10 of the *Child Protection Act 1999* - A “child in need of protection”** is a student 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.
  
- **Section 364 of the *Education (General Provisions) Act 2006* - “Sexual abuse”**, 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

## HEALTH AND SAFETY

The school 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

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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)

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, contractors and volunteers must 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**

If a student considers the behaviour of a staff member to be inappropriate, the student should report the behaviour to one of the following staff or a director of the governing body (if staff are not immediately available:

#### **DURACK**

- Deputy Principal (Islamic Culture and Wellbeing) – Raihana Ferdous
- Head of Primary - Ursula Muncaster
- Assistant Head of Primary – Bibi Haajrah Hussein
- Head of Secondary – Catherine Mellor
- Administration Coordinator - Ahmed Azhari

#### **CARRARA**

- Head of Campus - Mehmet Tefvik Kerimoglu

#### **BURANDA**

- Campus Coordinator- Bandhana Kumar

#### **LOGAN**

- Teacher – Noelia Abdus-Samad

#### **DARWIN**

- Campus Coordinator – Ridha Ridwan

### **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 member of the school's governing body<sup>5</sup>. Reports will be dealt with under the school's 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 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

The staff member must give a written report about the abuse or suspected abuse directly to the Principal, and a copy should be sent to Child Protection officers for conferral. The Principal must immediately give a copy of the report to the Child safety and Police.

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

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>.

## 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 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.

The staff member must give a written report about the abuse or suspected abuse directly to the Principal, and a copy should be sent to Child Protection officers for conferral. The Principal must immediately give a copy of the report to the Child safety and Police.

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 immediately to a Director of the school's governing body and must also immediately give a copy of the report to a police officer.

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 has abused, or is suspected to be likely to 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 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.

<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)*

<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*

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

The doctor, nurse, teacher or early education and care professional must give a written report to the Principal or the Chief Executive of the Department of Communities, Child Safety and Disability Services (or other department administering the *Child Protection Act 1999*), and a copy should be sent to Child Protection officers for conferral.

A report under this section must include the following particulars: -

- a) state the basis on which the person has formed the reportable suspicion
- b) include the information prescribed by regulation, to the extent of the person's knowledge<sup>11</sup>.
- c) the name of the person giving the report (the **first person**);
- d) the student's name and sex;
- e) details of the basis for the first person suspecting that the student is sexually abused by another person;
- f) 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 abuse the student;
  - iii. the identity of anyone else who may have information about suspected likelihood of abuse<sup>9</sup>.

The two forms to report: Child at risk of harm form and Police report form. The forms are available in the school folder.

Following details should be required to lodge any reports:

- Brisbane Child Safety Regional Intake:  
Phone: 1300682 254  
Email: [bmbriIntake@cyjma.qld.gov.au](mailto:bmbriIntake@cyjma.qld.gov.au)
- Police Child Protection:  
Phone: 131444  
Email: [CPIUIntakeInala@police.qld.gov.au](mailto:CPIUIntakeInala@police.qld.gov.au)

## **AWARENESS**

The school will inform staff, students and parents of its processes relating to the health, safety and conduct of staff and students in communications to them and it will publish these processes on its website<sup>12</sup>. Every staff member will be given the staff handbook on appointment, as well as at the beginning of the year. The handbook includes a copy of these processes. The processes will be discussed in detail at staff meetings and professional development days and attendance records will be maintained. Any change of the policy and procedures will be notified to the staff and community members through letter to the college app or newsletters. The Principal will present the updated policy at staff meeting. The Principal will present a record of child protection cases once in a term at staff meeting.

All new staff or student will be introduced to the process through the induction procedure.

### **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>13</sup>. (See above)

### **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>14</sup>.

### **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>15</sup>.

### **COMPLAINTS PROCEDURE**

Suggestions of non-compliance with the school's processes may be submitted as complaints under the College Complaints Policy, available on AIIC's website<sup>16</sup>.

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<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)*

<sup>11</sup> See *Child Protection Regulation 2011 (Qld) s.10 "Information to be included in report to chief executive"*

<sup>12</sup> *Education (Accreditation of Non-State Schools) Regulation 2017 (Qld) s.16(4)(a)*

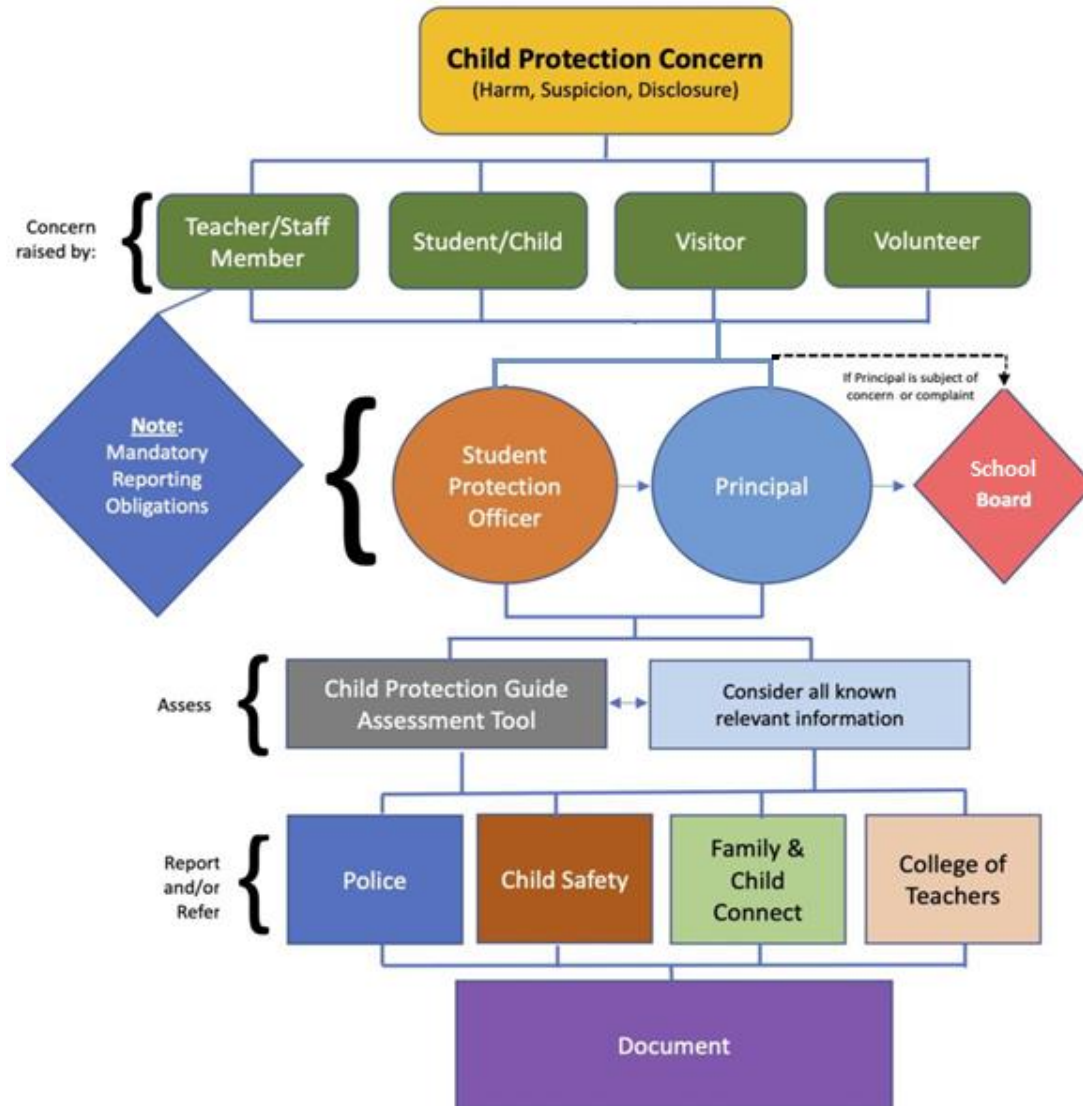
<sup>13</sup> *Education (Accreditation of Non-State Schools) Regulation 2017 (Qld) s.16(4)(c)*

<sup>14</sup> *Education (Accreditation of Non-State Schools) Regulation 2017 (Qld) s.16(4)(d)*

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

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

**CHILD PROTECTION PROCEDURES**





**Private and Confidential**  
**Report of Suspected Harm or Sexual Abuse or likely to be sexually Abused**

Date:	
School:	
School Phone:	
School Fax:	
<b>DETAILS OF STUDENT/CHILD HARMED OR AT RISK OF HARM/ABUSE:</b>	
Legal Name:	Preferred Name:
DOB:	Gender:
Year Level:	Cultural Background:
<b>PRIMARY LANGUAGE SPOKEN:</b>	
Does the student have a disability verified under EAP: Yes <input type="checkbox"/> No <input type="checkbox"/>	Disability Category:
Student's Residential Address:	Phone:
	Student's Personal Mobile:
<b>FAMILY DETAILS</b>	
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"/>	
<b>PERSON ALLEGED TO HAVE CAUSED THE HARM OR ABUSE</b>	
<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	
<b>PROVIDE ALL INFORMATION YOU HAVE WHICH LED TO THE SUSPICION OF HARM OR ABUSE (Attach extra pages if necessary).</b>	
<b>Details of any harm and/or sexual abuse to the student</b> - 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 <input type="checkbox"/> NO <input type="checkbox"/>		
<b>Name of staff member making report to the Statutory Agency if not the Principal:</b>	<b>Signature:</b>	<b>Date:</b>
<b>Position:</b>		
<b>Principal:</b>	<b>Signature:</b>	<b>Date:</b>
<b>Principal's email address:</b>		
<b>Response requested by school:</b>		
<b>ACTION TAKEN</b>		
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"/>	Department of Communities (Child Safety Services)
	<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.**