



Reporting Concerns of Harm or Abuse

Purpose:	The purpose of this policy is to provide written processes to comply with accreditation requirements 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:	Students and staff, 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 St John Henry Newman College.	
Status:	ENDORSED	Supersedes: Child Risk Management Strategy
Authorised by:	School Governing Body	Date of Authorisation: 12/2/2026
References:	<ul style="list-style-type: none">• <i>Child Protection Act 1999 (Qld)</i>• <i>Child Safe Organisations Act 2024 (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>SJHNC Complaints and Concerns Policy and Procedures</i>• <i>SJHNC Work Health and Safety Policy</i>• <i>SJHNC Student Safety and Wellbeing Policy</i>• <i>SJHNC Child Protection Reporting Form</i>	
Review Date:	Annually	Next Review Date: February 2027
Policy Owner:	School Governing Body	

1. Definitions

Harm, as per s 9 of the *Child Protection Act 1999*, 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.

A child in need of protection, as per s10 of the *Child Protection Act 1999*, is a child 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.

Sexual abuse, as per s364 of the *Education (General Provisions) Act 2006*, 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.

Staff, in this policy, refers to full-time, part-time, permanent, fixed term and casual employees, as well as contractors, volunteers and people undertaking work experience or vocational placements.

2. Health and Safety

St John Henry Newman College (SJHNC) 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).

3. Responding to Reports of Harm

When the school receives any information alleging 'harm' 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 – refer to SJHNC's *Student Safety and Wellbeing Policy*. Information relating to physical or sexual abuse is handled under obligations to report set out in this policy.

4. Conduct of Staff and Students

All staff will 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.

5. Reporting Inappropriate Behaviour

If a student considers the behaviour of a staff member to be inappropriate, the student should report the behaviour to either:

- Their classroom teacher
- The principal

6. Dealing with a 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. Reports will be dealt with under the College's Complaints Policy and Process.

7. Reporting Sexual Abuse

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 College, that any of the following persons have been sexually abused by another person:

- a) a student under 18 years attending the College
- b) a kindergarten aged child registered in a kindergarten learning program at the College
- 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 College.

then the staff member must give a written report about the abuse, or suspected abuse, to the Principal or to a Director of the College's Governing Body immediately. The school's principal or the director must immediately give a copy of the report to a police officer.

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

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.

8. Reporting Likely Sexual Abuse

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 College, that any of the following persons is likely to be sexually abused by another person:

- a) a student under 18 years attending the College;
- b) a kindergarten aged child registered in a kindergarten learning program at the College;
- 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 College.

then the staff member must give a written report about the suspicion to the Principal or to a Director of the College's Governing Body immediately. The school's Principal or the Director must immediately give a copy of the report to a police officer.

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

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 is suspected to be likely to sexually abuse the student;
 - iii. the identity of anyone else who may have information about suspected likelihood of abuse.

9. Reporting Physical and Sexual Abuse

Under Section 13E(3) of the Child Protection Act 1999, if a doctor, a registered nurse, a teacher or an early childhood 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.

The doctor, nurse, teacher or early childhood education and care professional must give a written report (mandatory reporting) to the Chief Executive of the Department of Families, Seniors, Disability Services and Child Safety (or another department administering the Child Protection Act 1999) of the reportable suspicion. The doctor, nurse, teacher or early childhood education and care professional should give a copy of the report to the Principal.

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

- a) the basis on which the person has formed the reportable suspicion;
- b) the child's name, age and sex descriptor;
- c) details of how to contact the child;
- d) details of the harm to which the reportable suspicion relates;
- e) particulars of the identity of the person suspected of causing the child to have suffered, suffer, or be at risk of suffering, the harm to which the reportable suspicion relates;
- f) particulars of the identity of any other person who may be able to give information about the harm to which the reportable suspicion relates.

Child Safety Regional Intake Service for St John Henry Newman College:
Brisbane and Moreton Bay
Phone: 1300 682 254

Outside of these hours, the Child Safety After Hours Service Centre can be contacted on 1800 177 135.

10. Responsibilities under Criminal Code Act 1899 (Qld)

The Criminal Code Act 1899 includes two offences that pertain to the failure to report a child sexual offence and the failure to protect a child against a child sexual offence. A child sexual offence is an offence of a sexual nature by an adult against a child under 16 years or a person with an impairment of the mind.

Failure to Report

Under section 229BC of the Code, all adults must report sexual offences against a child by another adult to police as soon as reasonably practicable after the belief is, or ought reasonably to have been, formed. Failure to make a report, without a reasonable excuse, is a criminal offence. This offence applies to all adults inclusive of students 18 years or older, as well as parents/guardians and volunteers at the school. A reasonable excuse not to make a report under the Criminal Code Act 1899 includes that a report has already been made under the Education (General Provisions) Act 2006 (reporting sexual abuse or likely sexual abuse) and the Child Protection Act 1999 (reporting significant harm or risk of significant harm) as per this policy.

Failure to Protect

Under section 229BB of the Code, all adults in positions of power or responsibility within institutions to reduce or remove the risk of child sexual offences being committed must take reasonable steps to protect children in their care from a child sexual offence. A failure to protect is an offence.

11. Awareness

The College 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, server for staff and portals for parents and students. Parents will be reminded on this policy in the parent handbook, and staff in the staff handbook.

12. 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.

13. 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. The School Board will ensure that this occurs via conducting audits and reviews of signed staff policy training records.

14. Implementing the Process

The College will ensure it is implementing processes relating to the health, safety and conduct of staff and students by auditing compliance with the processes annually.

15. Complaints Procedure

Suggestions of non-compliance with the College's processes may be submitted as complaint under the College's Complaints and Concerns Policy and Procedures.