



STUDENT PROTECTION AND SAFEGUARDING

Scope: This policy applies to all Catholic kindergartens, schools and colleges (including the Catholic Education Office) conducted by Catholic Education - Diocese of Rockhampton (referred to as CEDR in the document).

1. POLICY STATEMENT

All Catholic kindergartens, schools, colleges and services conducted by Catholic Education in the Diocese of Rockhampton (CEDR) will implement safeguarding measures through the [Student Protection Processes and Student Protection Guidelines](#) in accordance with legislative requirements.

2. DESCRIPTION

This policy expresses CEDR's commitment to the care and protection of children and young people. It also provides a framework for Catholic kindergartens, schools, colleges and services within which they must operate to fulfil their legislative student protection responsibilities. This policy is supported by the following documents:

- *Staff Code of Conduct* (Catholic Education - Diocese of Rockhampton)
- *Integrity in Relationships* (Catholic Education - Diocese of Rockhampton) information brochure
- *Student Protection Processes and Student Protection Guidelines* (Catholic Education - Diocese of Rockhampton)
- *Student Protection* (Catholic Education - Diocese of Rockhampton) information brochure
- *Early Learning and Care Policies and Procedures* (Catholic Education - Diocese of Rockhampton)
- *Child and Youth Risk Management Strategy* (Catholic Education - Diocese of Rockhampton).
- *Guidelines for implementing the Child Safe Standards in Queensland (Queensland Family and Child Commission)*. This includes the *Universal Principle of Cultural Safety*.

Safety, security and nurturing are fundamental human rights and needs. These rights and needs underpin the capacity of students' learning and maximise potential for personal development and ultimately enhance their well-being and life opportunities.

It is recognised that students are harmed, or could be at the risk of harm, from many sources, including self-harm. Appropriate and responsive interventions by Catholic Education can provide hope and foster resilience in students who may be at risk by protecting them from harm and also supporting healing.



3. IMPLEMENTATION

Measures to ensure compliance with State and Commonwealth legislative requirements and Catholic Church expectations will include:

1. On-going implementation, development, monitoring and review of:
 - 1.1 A Child-Safe Culture and Ethos
 - CEDR's commitment to the protection of children is based on our belief that each person is made in the image of God, and our ethos is to provide a safe and supportive environment for all
 - Promoting and encouraging an environment where understanding, identifying, and reporting potential harm and abuse are embedded in practice
 - Fostering a culture where student protection and safeguarding is recognised as the responsibility of every person and is an integral aspect of student wellbeing
 - 1.2 Empowerment and Participation of Children and Young People
 - Providing learning programs that develop students' awareness and skills to identify risks, act protectively, and seek assistance
 - Implementing reporting processes that empower students to raise concerns safely and confidentially
 - 1.3 Prevention and Risk Management Strategies
 - Implementing proactive strategies to minimise the risk of harm to students
 - Creating environments where every child feels valued, respected, supported and culturally safe
 - CEDR Student Protection reporting and recording system
 - 1.4 Student Protection and Reporting Processes
 - Establishing clear student protection processes, including the reporting of harm and abuse of children and young people in our kindergartens, schools, colleges, and care services
 - Ensuring that all staff, including principals, specialist staff, and designated Student Protection Contacts, are equipped with the necessary knowledge and training to fulfill their responsibilities
 - 1.5 Professional Learning and Induction for Staff, Volunteers, Visiting Specialists and Contractors
 - Ensuring staff complete online Student Protection training prior to employment with CEDR.
 - Ensuring the participation of all employees in regular mandatory professional learning about student protection (two (2) hours annually for all staff) prior to working with students. Providing additional professional learning for principals, relevant specialist staff, and designated Student Protection Contacts.
 - Ensuring volunteer induction sessions are undertaken prior to commencement of volunteer activities.



- Providing student protection induction and training for Visiting Teachers, including Pre-service Teachers, and Specialists.
 - Ensuring contractors are registered and inducted through the CEDR contractor management system prior to undertaking work on CEDR sites.
2. Liaising with external agencies and partnering within the Catholic Education community as part of the whole community student protection strategies by:
- 2.1 Partnering with parents/caregivers is recognised as an essential element of student protection within school communities. CEDR will support parents to be educated in understanding what student protection means, reading the signs and knowing the dangers, as well as understanding how Catholic Education's processes and guidelines are implemented in kindergartens, schools, colleges and services
- 2.2 Continuing relationships with relevant government and non-government agencies to enhance, maintain and develop the protection and support of students.
3. All CEDR kindergartens are required to implement the *CEDR Child Safety Curriculum Early Years*. All CEDR schools are required to implement the *CEDR Respectful Relationships Education (RRE) curriculum*. The RRE curriculum is informed by the *Australian Curriculum P-10 Health and Physical Education (HPE) Version 9.0 (2022)* and the Queensland Government's *RESPECT program (2022)*. The Queensland Government's RESPECT program addresses all concepts previously contained with the *Daniel Morecombe Child Safety Curriculum*.
4. This policy will be supported by a set of procedures in accordance with legislative requirements.

4. REFLECTION MATERIAL

CATHOLIC EDUCATION POLICIES AND DOCUMENTS

- [Agreement / Induction for Visiting Teachers/Specialists using Catholic Education Sites](#) v3 October 2023
- [Staff Code of Conduct](#) v7 2025
- [Child and Youth Risk Management Strategy](#) v3 January 2023
- [Child Safety Curriculum Early Years](#) v2 2025
- [Complaints Procedure for Non-Compliance with Rockhampton Catholic Education Student Protection Procedures](#) v4 2024
- Early Learning and Care Policies and Procedures ([Kindergarten Policy and Procedures](#) v13 and [Outside School Hours Care Policy and Procedures](#) v13)
- [Induction of Visiting Service Providers](#) v2 May 2022
- [Induction of Volunteers](#) v4 May 2022
- [Integrity in Relationships](#) 2019 (Brochure)
- [Student Protection Processes and Student Protection Guidelines](#) v13 December 2025
- [Student Protection Information 2019](#)



- Respectful Relationships Education (RRE) Curriculum
- [Respectful Relationships Education](#) 2025/13

RESOURCES

- Australian Catholic Safeguarding Ltd [National Catholic Safeguarding Standards](#)
- Queensland Family and Child Commission [Queensland Child Safe Standards](#)
- Australian Human Rights Commission [National Principles for Child Safe Organisations](#)
- Royal Commission into Institutional Responses to Child Sexual Abuse [Final Report](#) 2017
- Royal Commission into Institutional Responses to Child Sexual Abuse [Creating Child Safe Institutions](#) 2016

WEBSITES

- <http://www.rok.catholic.edu.au/catholic-schools/student-protection/>
- <https://danielmorcombefoundation.com.au/keeping-kids-safe-resources/>
- <https://www.qld.gov.au/education/schools/health>
- [Australian Catholic Safeguarding Ltd \(ACSL\)](#)

LEGISLATION*

- [Child Safe Organisation Act 2024](#)
- [Child Protection Act 1999](#)
- [Criminal Code Act 1899](#)
- [Education \(Accreditation of Non-State Schools\) Act 2017](#)
- [Education \(Accreditation of Non-State Schools\) Regulation 2017](#)
- [Education \(General Provisions\) Act 2006](#)
- [Education \(General Provisions\) Regulation 2017](#)
- [Education \(Queensland College of Teachers\) Act 2005](#)
- [Evidence Act 1977](#)
- Queensland Government [Working with Children \(Risk Management and Screening\) Act 2000](#)

*These links will take you to the Office of the Parliamentary Counsel website where you will find the current legislation.