

Student Safety and Wellbeing Policy 2026

Purpose:	The purpose of this policy is to establish and promote a safe, inclusive and culturally responsive environment for all students, ensuring their safety and wellbeing are prioritised in every aspect of the school's operations. This policy provides written processes about how the school will implement and comply with the Child Safe Standards and Universal Principle as required under the <i>Child Safe Organisations Act 2024</i> (Qld).	
Scope:	The School Community – 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, members of the broader school community, including parents/guardians, and visitors.	
Status:	Approved	Supersedes: Nil – New
Authorised by:	Board Chair	Date of Authorisation: May 2026
References:	<ul style="list-style-type: none"> • Child Safe Organisations Act 2024 (Qld) • Education (Accreditation of Non-State Schools) Regulation 2017 (Qld) • QFCC Guidelines for implementing the Child Safe Standards in Queensland • Goora Gan Steiner School Reporting Concerns of Harm and Abuse Policy • Goora Gan Steiner School Statement of Commitment to Student Safety and Wellbeing • For further related policies refer to end section of this policy 	
Review Date:	Annually	Next Review Date: May 2027
Policy Owner:	School Governing Board	

Definitions

Child safe entity, as per s10 of the *Child Safe Organisation Act 2024 QLD*, is an entity—

- (a) that provides—
 - (i) services specifically for children; or
 - (ii) facilities specifically for use by children who are under the supervision of the entity; and
- (b) that is either—
 - (i) mentioned in [schedule 1](#); or
 - (ii) prescribed by regulation.

(2) However, an individual is not a child safe entity unless the individual carries on a business as an entity mentioned in subsection (1), including, for example, as a sole trader or partner in a partnership under the *Partnership Act 1891, section 5*.¹

Child safe standards, as per s9 of the *Child Safe Organisation Act 2024 QLD*, are the following standards applying to an entity—

- (a) child safety and wellbeing is embedded in the entity’s organisational leadership, governance and culture;
- (b) children are informed about their rights, participate in decisions affecting them and are taken seriously;
- (c) families and communities are informed and involved in promoting child safety and wellbeing;
- (d) equity is upheld and diverse needs respected in policy and practice;
- (e) people working with children are suitable and supported to reflect child safety and wellbeing values in practice;
- (f) processes to respond to complaints and concerns are child-focused;
- (g) staff and volunteers of the entity are equipped with the knowledge, skills and awareness to keep children safe through ongoing education and training;
- (h) physical and online environments promote safety and wellbeing and minimise the opportunity for children to be harmed;
- (i) implementation of the child safe standards is regularly reviewed and improved;
- (j) policies and procedures document how the entity is safe for children.²

Student, is any child or young person of any age, enrolled or seeking enrolment at Goora Gan Steiner School.

Universal Principle, in implementing and complying with the child safe standards, a child safe entity must provide an environment that promotes and upholds the right to cultural safety of children who are Aboriginal persons or Torres Strait Islander persons (the universal principle).³

QFFC, Queensland Family and Child Commission

¹ *Child Safe Organisations Act 2024 QLD s10*

² *Child Safe Organisations Act 2024 QLD s9*

³ *Child Safe Organisations Act 2024 QLD s11(2)*

Objectives

Goora Gan Steiner School will implement and comply with the child safe standards and understand they may be required to give an authorised officer of the Queensland Family and Child Commission (QFCC) information about the school's compliance. In implementing and complying with the child safe standards, Goora Gan Steiner School will provide an environment that promotes and upholds the right to cultural safety of children who are Aboriginal persons or Torres Strait Islander persons (the universal principle). The school will have regard to [Guidelines](#) made by the (QFCC) in implementing and complying with the Child Safe Standards and Universal Principle⁴.

As per the Guidelines, this policy outlines the ways in which Goora Gan Steiner School actions and prioritises the safety and wellbeing of students. Rules and expectations regarding child safe practices are outlined for staff, volunteers and community members with the aim of establishing a child safe environment⁵.

This policy will:

- Set out the school's expectations, practices, and approaches in relation to each of the Child Safe Standards, including the Universal Principle
- Be displayed for public access on the school's website and at the school's office
- Cover acceptable and unacceptable child to child, and child to adult interactions
- Describe the school's commitment to equity, inclusion and cultural safety and how the organisation recognises, responds and respects these factors.

Principles

The implementation of, and compliance with, the child safe standards and universal principle by Goora Gan Steiner School are to be based on the following fundamental principles:

- (a) Child safe entity's, including Goora Gan Steiner School, are responsible for continuously improving the ways in which, in their operations—
 - (i) the safety of children is promoted; and
 - (ii) child abuse is prevented; and
 - (iii) allegations of child abuse are properly responded to;⁶
- (b) The Child Safe Standards are not a simple checklist. They encourage child safe entities to think about how their day-to-day work protects children's rights and safety.⁷

Responsibilities

Goora Gan Steiner School is responsible for developing and implementing this Student Safety and Wellbeing Policy and related policies and procedures to ensure it fulfils its Child Safe Standards and Universal Principle obligations.

⁴ *Child Safe Organisations Act 2024 QLD s11*

⁵ *Guidelines for implementing the Universal Principle and Child Safe Standards in Queensland, QFCC, p94*

⁶ *Child Safe Organisations Act 2024 QLD s14*

⁷ *Guidelines for implementing the Universal Principle and Child Safe Standards in Queensland, QFCC, p4*

All governing body members, staff and volunteers at Goora Gan Steiner School are responsible for acting in compliance with this policy and related policies and procedures.

Role-specific responsibilities include:

Governing Body

- Ensuring the School meets its legislative and regulatory obligations in relation to student safety and wellbeing
- Endorsing and reviewing this policy and related policies

Principal

- Implementing and monitoring this policy and associated procedures
- Ensuring staff are trained in student safety, wellbeing, and child protection requirements
- Responding to and managing incidents, concerns, and complaints in accordance with School policies

Staff

- Maintaining a safe, inclusive, and supportive environment for all students
- Acting in accordance with this policy and related policies, including reporting concerns of harm
- Supporting the wellbeing and diverse needs of students in their care

Volunteers

- Complying with this policy and relevant School procedures
- Acting in a manner that supports the safety and wellbeing of students

Implementation of the Child Safe Standards

1. Leadership and Culture

Student safety and wellbeing is embedded in Goora Gan Steiner School's leadership, governance and culture.⁸

Statement of Commitment

Goora Gan Steiner School is committed to the safety and wellbeing of all children and young people. We recognise our legal and ethical responsibilities to protect children from harm and to create an environment where every student feels safe, respected, and supported to thrive.

At Goora Gan Steiner School we have zero tolerance for child abuse.

Goora Gan Steiner School is committed to providing a child safe environment where children and young people are safe and feel safe, and their voices are heard about decisions that affect their lives.

⁸ *Child Safe Organisations Act 2024 QLD, s9(a)*

We pay attention to the safety of all children, including the cultural safety of Aboriginal children and children from culturally and/or linguistically diverse backgrounds, children with disability, LGBTQIA+ children, and children who may be experiencing vulnerability.

Every person involved in Goora Gan Steiner School has a responsibility to understand the important and specific role they play individually and collectively to ensure that the wellbeing and safety of all children and young people is at the forefront of all they do and every decision they make.

All GGSS staff and Board members are required to complete Child Safety and Mandatory Reporting Training every year.

Goora Gan Steiner School is committed to acting in the best interests of children and to fulfilling our obligations under the **Child Safe Organisations Act 2024 (Qld)** and associated regulatory frameworks.

In accordance with Queensland law, we actively implement and embed the **10 Child Safe Standards**, which became a legislative requirement from 1 October 2025 ([Queensland Family and Child Commission](#)).

Risk Management

Goora Gan Steiner School implements robust risk management processes to prevent, identify, and mitigate risks to children, and is committed to the monitoring of risk to the safety of students on an ongoing basis.

Goora Gan Steiner School utilises a range of risk management tools and processes, including the Risk Management Policy, Workplace Health & Safety processes, risk assessments for excursions, camps and curriculum activities, and the Emergency Management Plan, to support this approach. The School maintains appropriate records of decisions made and actions taken in relation to risks to children.

Code of Conduct

At Goora Gan Steiner School we expect our staff and volunteers to conduct themselves as follows:

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

Specific responsibilities include:

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

- Staff and volunteers must treat all students, colleagues and community members with respect, fairness and dignity, regardless of culture, race, ethnicity, language, religion, ability, gender, sexual orientation, or background.
- Staff and volunteers must not engage in any form of racism, discrimination, harassment, or exclusionary behaviour. This includes verbal, written, online or behavioural actions that demean, stereotype or disadvantage an individual or group.
- Staff and volunteers must actively challenge racist or discriminatory behaviour when it occurs and follow school procedures for reporting such incidents.
- Staff and volunteers must promote a culturally safe, inclusive and respectful environment by valuing diversity, acknowledging cultural differences, and modelling culturally responsive behaviour at all times.

Information Sharing & Recordkeeping

Staff and volunteers understand their obligations in information-sharing and maintaining accurate, secure records about child safety concerns, disclosures, and responses.

2. Student Voice

Students are informed about their rights, participate in decisions affecting them and are taken seriously.⁹

Goora Gan Steiner School is committed to championing the voices of children and young people, ensuring they have genuine agency in matters that affect them. We listen to students in age-appropriate and culturally appropriate ways and create safe, structured opportunities for them to express their views. These opportunities are regularly held in class restorative circles and small group or individual restorative meetings.

Goora Gan Steiner School uses the curriculum and educational programs to actively promote positive peer relationships and reduce student isolation by embedding learning experiences that strengthen social skills, empathy and respectful behaviours. Through age-appropriate lessons and whole-school wellbeing programs, students are also provided with access to sexual abuse prevention education that builds their understanding of personal safety, protective behaviours and where to seek help. Together, these curriculum-based approaches support safer, more connected and more informed students.

Goora Gan Steiner School ensures that all staff and volunteers are consistently attuned to indicators of harm and abuse and are equipped to recognise when a student may need support. Age-appropriate and trauma-informed processes are in place to help students communicate their concerns safely and confidently, and staff actively respond to these disclosures with care and professionalism in accordance with Goora Gan Steiner School Reporting Concerns of Harm and Abuse Policy.

⁹ *Child Safe Organisations Act 2024 QLD, s9(b)*

3. Family and Community

Families and the community are informed and involved in promoting student safety and wellbeing.¹⁰

Goora Gan Steiner School recognises the vital role families and communities play in the safety, wellbeing, and education of students. We value strong, respectful, and collaborative partnerships with families and the broader school community.

We intentionally build inclusive relationships, particularly with First Nations families, local community members, Indigenous Emerging Leaders and Elders. We honour Country and embed an Acknowledgement of Country in our practices to ensure students understand the importance of knowing and respecting the land on which we learn.

Goora Gan Steiner School provides a range of opportunities for parents and carers to actively contribute to the school community. These include representing the school on the School Board, participating in School Committees such as fundraising, contributing feedback through surveys, and volunteering regularly within classrooms as class parent helpers.

Parents, carers, and the broader school community are provided with meaningful opportunities to contribute to the development and review of relevant policies, procedures, and decision-making processes. Significant input is actively sought from the community during our Annual Community Conversation.

Regular communication through emails, newsletters, the parent portal, and parent information sessions ensures that parents, carers, and the broader school community are well informed about the school's operations and governance.

Goora Gan Steiner School is committed to reconciliation through the lived values of the school and the embedding of Aboriginal and Torres Strait Islander perspectives, culture, and community connection throughout the curriculum, daily practices, and wider school life.

4. Equity and Diversity

Equity is upheld, and the diverse needs of students are respected in policy and in practice.¹¹

Goora Gan Steiner School is committed to creating an inclusive, equitable environment where all students feel safe, respected, and supported. We actively work to remove barriers to participation and ensure our practices reflect cultural safety for all students.

This commitment is further reflected in the School's values of Nurture, Integrity, Connection, and Joy, as outlined in the Parent Handbook. These values affirm the uniqueness of each individual and promote an environment free from discrimination, where diversity is honoured and nurtured within a connected and respectful community

This commitment is actioned through the following:

- Student Disability Discrimination Policy
- Anti-Discrimination Policy

¹⁰ *Child Safe Organisations Act 2024 QLD, s9(c)*

¹¹ *Child Safe Organisations Act 2024 QLD, s9(d)*

- Student Bullying Policy
- Behaviour Management Framework
- Child Protection: Reporting Concerns of Harm and Abuse
- Enrolment Policy and Procedure
- Complaints Handling Policy
- Staff Code of Conduct
- Parent Code of Conduct

5. People

Goora Gan Steiner School is committed to recruiting, selecting, training and managing staff in such a way that limits risks to students. In particular, Goora Gan Steiner School will:

- Ensure that its recruitment and selection procedures act to reduce the risk of harm to children from staff via:
 - 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, 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 staff 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 staff via:
 - Management processes that are consistent, fair and supportive.
 - Performance management processes to help staff to 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 expectations regarding student risk management, and to assist staff 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 staff.
- 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.

6. Complaints

Processes to respond to complaints and concerns are child focused.¹²

Goora Gan Steiner School is committed to maintaining a student-focused approach to receiving and responding to complaints. Our Complaints Handling Policy and Procedure outlines how concerns can be raised, the roles and responsibilities of staff, and the processes used to respond to different types of matters. We ensure that all complaints are taken seriously, addressed promptly and thoroughly, and managed in line with our reporting, privacy and employment law obligations.

Any concerns, disclosures or allegations relating to harm or abuse of a student are managed under the school's Child Protection: Reporting Concerns of Harm or Abuse Policy, which sets out our mandatory obligations to act protectively and report to the appropriate authorities.

7. Skills and Knowledge

Staff and volunteers of the school are equipped with the knowledge, skills and awareness to keep students safe through ongoing education and training.¹³

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.¹⁴

Goora Gan Steiner School will:

- Provide all staff with ongoing training induction training in cultural competency and cultural responsiveness, with annual refresher training to maintain and deepen these capabilities.
- Ensure all staff receive induction training in trauma-informed practice, supported by annual refresher training to embed consistent, evidence-based approaches across the school.
- Develop and implement a communications strategy that identifies key stakeholders and delivers regular, relevant information on the prevention of student harm and abuse, as well as best practice in Student Safety and Wellbeing.

¹² *Child Safe Organisations Act 2024 QLD, s9(f)*

¹³ *Child Safe Organisations Act 2024 QLD, s9(g)*

¹⁴ *Education (Accreditation of Non-State Schools) Regulation 2017 (Qld) s.16(4)(c)*

8. Physical and Online Environments

Physical and online environments promote safety and wellbeing and minimise the opportunity for students to be harmed.¹⁵

Goora Gan Steiner School proactively identifies and mitigates risks within the physical environment, ensuring that school grounds, facilities, and activities are safe and supportive of student wellbeing and development.

In line with the School's educational approach, students do not access digital or online platforms as part of their learning environment. This approach reduces exposure to online risks and supports age-appropriate development. Where staff utilise digital systems for administrative or communication purposes, these are managed in accordance with the School's policies and codes of conduct to ensure student safety and privacy.

For further details about how Goora Gan Steiner School manages risk see 1. Leadership and Governance above.

9. Continuous Improvement

Implementation of the child safe standards is regularly reviewed and improved.¹⁶

Goora Gan Steiner School is committed to fostering a culture of continuous improvement in child safety, wellbeing and cultural respect. We recognise that embedding the Child Safe Standards and Universal Principle is a continuing journey that requires ongoing commitment, regular review and continual strengthening of our practices.

Goora Gan Steiner School will:

- Review policies, procedures and practices regularly to ensure they remain effective, responsive and appropriate for the Goora Gan Steiner School community. This includes undertaking periodic audits, self-assessments and reflective practice to identify strengths and opportunities for improvement.
- Analyse available data including complaints and concerns to identify causes and systemic issues and use these insights to inform continuous improvement of policies, procedures and practices.
- Conduct an annual self-assessment against the Child Safe Standards using the QFCC self-assessment tool or equivalent (ISQ Checklist for implementing and complying with the Child Safe Standards, ISQ Readiness Survey or other).
- Measure and monitor outcomes by tracking meaningful indicators such as feedback from staff, students and families, incident reports, harm and abuse reports, training participation, and perceptions of cultural safety to understand current performance and areas requiring enhancement.
- Record, monitor and report to the School Board and school leadership regarding any breaches of this policy or related policies.

¹⁵ *Child Safe Organisations Act 2024 QLD, s9(h)*

¹⁶ *Child Safe Organisations Act 2024 QLD, s9(i)*

- Engage the school community in continuous improvement by seeking and listening to feedback, encouraging open dialogue, and partnering with students, families, staff, volunteers and community stakeholders to inform updates to policies and practices.
- Provide ongoing learning, training and development for staff and volunteers, including induction and refreshers, to ensure everyone understands their responsibilities for child safety and cultural safety and is equipped to respond effectively as new risks or needs arise.

10. Policies and Procedures

Policies and procedures document how the school is safe for children.¹⁷

Goora Gan Steiner School has embedded its Statement of Commitment to Student Safety and Wellbeing in all relevant policies and procedures.

Relevant policies and procedures are made accessible to the school community via the School's website, parent portal, and on request from the school office.

Key policies relating to student safety and wellbeing are publicly available on the School's website. Staff and volunteers are trained in implementing relevant policies and procedures regularly.

Goora Gan Steiner School ensures that its policies and procedures are accessible, developmentally appropriate and easily understood by all students. Goora Gan Steiner School provides student-friendly versions of key policies using clear language, visual supports, and formats that reflect the diverse communication needs of our students. These include simplified guides, verbal explanations, whole-school assembly presentations, posters, and visual flowcharts.

Goora Gan Steiner School regularly reviews these practices and materials with student input to ensure they remain relevant, inclusive and effective in supporting students to understand their rights, know how to seek help, and participate confidently in matters affecting their safety and wellbeing. These opportunities for student voice occur regularly in Class Restorative Circle Time.

Goora Gan Steiner School is committed to ensuring its policies and procedures uphold cultural safety for Aboriginal and Torres Strait Islander children, young people, families and communities. Where possible, the school will actively engage local Aboriginal and Torres Strait Islander Elders, community representatives and cultural advisors in the review, development and implementation of relevant policies and procedures.

Goora Gan Steiner School will embed trauma-aware and trauma-informed practice across all relevant policies, procedures and guidance documents. This includes recognising the impact of trauma on children and young people, understanding how trauma may influence behaviour and communication, and ensuring that staff are equipped to respond with sensitivity and consistency.

¹⁷ *Child Safe Organisations Act 2024 QLD, s9(j)*

Related Goora Gan Steiner School policies:

- Goora Gan Steiner School Anti-Discrimination Policy
- Goora Gan Steiner School Behaviour Management Framework
- Goora Gan Steiner School Blue Card Policies and Procedures
- Goora Gan Steiner School Reporting Concerns of Harm and Abuse Policy*
- Goora Gan Steiner School Complaints Handling Policy*
- Goora Gan Steiner School Complaints Handling Procedure
- Goora Gan Steiner School Enrolment Policy and Procedure*
- Goora Gan Steiner School Parent Code of Conduct
- Goora Gan Steiner School Privacy Policy*
- Goora Gan Steiner School Risk Management Policy
- Goora Gan Steiner School Staff Code of Conduct
- Goora Gan Steiner School Student Bullying Policy
- Goora Gan Steiner School Student Disability Discrimination Policy
- Goora Gan Steiner School Whistleblower Policy*
- Goora Gan Steiner School Workplace Health & Safety
- Goora Gan Steiner School Statement of Commitment to Student Safety and Wellbeing*
- Goora Gan Steiner School Student Safety and Wellbeing Policy*

*publicly available on the school website.