

## FREQUENTLY ASKED QUESTIONS

### What are indicators of harm including sexual abuse?

There are physical, emotional and behavioural indicators of risk of student harm, and actual harm. In the case of sexual abuse, it can be preceded by grooming behaviour. For more information see the BGS *Child Protection Policy*.

### How is a report made?

You or your child should approach his Form Tutor, Head of Year, Assistant Head of Year or any member of the Senior Leadership Team if you are aware of or reasonably suspect harm to any student (including sexual abuse or self harm), or in the case of inappropriate behaviour by a staff member. All of these staff are trained to handle these matters in accordance with BGS policies.

### Will reports be kept confidential?

Confidentiality will be observed as far as practicable. However, BGS is unable to guarantee absolute confidentiality since applicable legislation and School policies will require disclosing, internally and externally, certain details involved in dealing with these matters.

### Will parents be informed about a matter involving their child?

Yes – parents will be informed as soon as practical. The only exception is where the circumstances suggest it would not be in the student's interests to do so. In such a case, the matter will be referred to the relevant authorities (police or child safety) who will be responsible to inform parents.

### How are reports dealt with by the School?

All reports are dealt with in accordance with BGS policies. In some situations, it is mandatory for the School to refer a matter to the relevant authorities (police or child safety). BGS will provide appropriate support to all parties involved, including students, parents and staff.



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*Nil sine Labore - Nothing Without Work*



# BRISBANE GRAMMAR SCHOOL



**CREATING A SAFE  
SCHOOL ENVIRONMENT**

## A MESSAGE FROM THE CHAIRMAN

BGS aims to provide a positive and supportive environment where learning and skill development is encouraged and facilitated. The School is committed to the safety and wellbeing of all students in its care. This brochure is made available to all students, parents and staff to assist in the achievement of a safe environment. It outlines the School's policies and procedures for the protection of students at BGS. All BGS staff must respect the Mission and Values of the School; and conduct themselves with the professionalism implied by their position of trust.

## A MESSAGE FROM THE HEADMASTER

Creating a safe environment for our students is a responsibility which all BGS staff take very seriously. This brochure assists to ensure that the BGS community is aware of the School's policies and procedures. For more information about the policies, complete copies are available on the School's internet site. You or your child should make a report to the Student Wellbeing Team if you are aware of or reasonably suspect actual or likely harm to any student (including sexual abuse or self harm), or in the case of inappropriate behaviour by a staff member. The BGS Student Wellbeing Team are:

### Deputy Headmaster - Students

Mr David Carroll

### Head of Middle School

Ms Jacqui Zervos

### Heads of Year

Ms Rebecca Campbell

Mr Larry Carmichael

Mr Simon Conway

Mr Jon Hopes

Mr Nick Holland

Mr Craig Timms

Ms Sharee Verdon

You may also approach any member of the Student Wellbeing Team or Senior Leadership Team with any questions you may have.

## WHY HAVE A CHILD PROTECTION POLICY?

BGS is committed to providing a safe environment; and when matters of concern arise, having simple and easily accessible procedures for reporting harm (including sexual abuse and self-harm) or inappropriate behaviour.

Therefore, the School has established policies and procedures that accord with best practice and comply with legislation applying in Queensland about the care and protection of students. These include a *Child Protection Policy and Child Risk Management Strategy* and a *Staff Code of Conduct*. All staff receive training in these policies.

The School further has a defined Year 5 – 12 Student Wellbeing curriculum delivered annually to all students in which 'protective behaviours' is a theme. This protective behaviours course describes the procedures to be followed if any student is faced with an unsafe situation or one which causes them concern.

The School is dedicated to regular review of its policies and procedures which have been put into place to effectively address the safety and wellbeing of students.



## WHAT BEHAVIOURS ARE UNACCEPTABLE IN A SAFE ENVIRONMENT?

The following behaviours are not acceptable:

**Harm:** is any detrimental effect of a significant nature on a student's physical, psychological or emotional wellbeing, irrespective of cause. Causes of harm may include, but are not limited to: physical, psychological or emotional abuse or neglect; or sexual abuse or exploitation. Harm may be caused by a single act, omission or circumstance, or by a series or combination of acts, omissions or circumstances.

**Inappropriate Behaviour:** is behaviour of a staff member that another staff member, student or parent considers inappropriate, or any behaviour of a staff member that is grooming behaviour or otherwise inconsistent with School policy.

**Sexual Abuse:** includes sexual behaviour involving a student and another person where: the other person bribes, coerces, exploits, threatens or is violent toward the student; the student has less power than the other person; or there is a significant disparity between the student and the other person in intellectual capacity or maturity.

**Self-harm:** means harm perpetrated against one's self. This harm may occur with or without suicidal intent; or may be symptomatic of, or associated with, a known medical condition or intellectual disability.