

A Message from the Headmaster

Creating a safe environment for our students is a responsibility which I take very seriously.

This brochure along with one specifically prepared for our students will ensure that the School family is aware of the policies we have in place.

We have made the policies as clear and concise as we can.

If you have any questions or would like a copy of the policy, please contact my office.

Why have a Protection Policy for children and young people?

Protection for children and young people is of paramount importance and Anglican Schools are required to follow the Diocesan Policy.

Anglican Schools have a responsibility placed upon them by Gospel values. They are bound by Christian, legal and professional obligations and the law to provide spiritual and educational opportunities within a safe and protective environment; and when matters of concern arise, having in place a procedure for reporting inappropriate behaviour, harm or sexual abuse.

Therefore, St Paul's School has established formal policy and procedures which will be included in staff manuals and on the School's website.

In addition to this brochure prepared for the School community, a brochure has also been prepared for students. The students' brochure describes the procedures to be followed if any student is faced with an unsafe situation or one which causes them concern.

This brochure will be readily available within the School.

How to contact the Director of Professional Standards:

Anglican Church of Australia
Diocese of Brisbane
St Martin's House, 373 Ann Street,
Brisbane QLD 4000
GPO Box 421 Brisbane QLD 4000

Telephone 07 3835 2266
Facsimile 07 3831 9873
Email: dops@anglicanbrisbane.org

The Student Protection Officers at St Paul's School are our two School Counsellors: Mr Ken McDonald Mrs Karen Semple

Contact the School Counsellors

By phone: 07 3261 1388

In person: Wellbeing Centre on Campus



Anglican Diocese
of Brisbane



St Paul's
School



Creating a safe school environment

The Anglican Church is committed to the provision of a safe, supporting and ethical environment



Anglican Diocese
of Brisbane

A message from the Archbishop

I am committed to the wellbeing and holistic development of children and young people.

This brochure is made available to all parents of children and young people in the School, and staff and volunteers to assist in the achievement of a safe environment in our Schools.

It outlines the Diocesan Policy for the protection of children and young people in Anglican Schools; and provides a straightforward and simple process for any student if he or she feels unsafe at any time.

All workers within Anglican Schools are expected to respect the Ethos and Gospel values of the Anglican Church; and to conduct themselves with the professionalism implied by their position of trust.

+ Phillip Aspinall
Archbishop of Brisbane



Anglican Diocese
of Brisbane



What behaviours are unacceptable in a safe environment?

Listed below are the definitions of particular behaviours in the School environment which are considered unacceptable.

Inappropriate behaviour: means behaviour of a staff member of the School which is inconsistent with the Code of Conduct and the policies of the School and is considered to be 'inappropriate behaviour' by the student making the complaint.

Harm: means any detrimental effect of a significant nature on the student's physical, psychological or emotional wellbeing. It is immaterial how the harm is caused. Harm can be caused by – physical, emotional or psychological abuse or neglect; or sexual abuse or exploitation. Sexual abuse includes being sent unsolicited text messages or emails which have sexual content.

Self-harm: means harm perpetrated against one's self. It can include cutting, scratching, taking risks, abuse of licit and illicit drugs or medication or alcohol. Self harm is usually symptomatic of underlying issues and should be considered in that light.

It is the Headmaster's responsibility to respond to allegations of harm in conjunction with the Diocesan Director of Professional Standards. It is expected that all such responses will be timely, practical and pastoral.

Pastoral support will be offered to the student making the complaint; and may be offered to the person against whom the complaint has been made.

Frequently asked questions:

If my child makes a complaint, will it be confidential? The identity of any student making a complaint will be kept confidential as far as possible. However, to properly investigate any complaint, there are certain persons who will need to be informed. These include: the person/s against whom the complaint has been made, any person who investigates the complaint, any person who may take actions which flow from the complaint, and any person offering support to the student or other persons involved. Where necessary, the statutory authorities and the Diocese will be informed.

Will I be informed that my child has been harmed at School? Yes – parents will be informed as soon as practical.

Is there any situation when I will not be informed? If your child alleges that he/she has been harmed at home, the School is obliged to assist the relevant state authorities, that is, the Police Service and the Department of Child Safety. The state authorities are then responsible for informing parents.

Why does the School need to have these procedures? Anglican Schools have a Christian obligation to provide a safe and caring environment for all students. In addition, there are legislative obligations placed on Schools by the state authorities.

What happens if a false complaint is made? The Headmaster will enquire into each complaint to establish reasonable suspicion that harm has or may have occurred. If the Headmaster believes that the complaint is not true, further actions may be taken including speaking with the student, informing the student's parents, informing the person against whom the complaint has been made, and any other action that the Headmaster considers to be appropriate and necessary in the circumstances.

How does my child make a complaint? Your child can approach one of our designated Student Protection Officers and advise him/her of the complaint. Student Protection Officers are trained in handling these matters sensitively. Once the complaint is made, the Headmaster may need to make some enquiries to be reasonably satisfied that there are grounds for a complaint.

What can I do if I have other questions? You may approach the Headmaster who would be pleased to answer any question you may have.