

Mother Teresa Catholic Primary School Safeguarding Plan 2026



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Our Safeguarding Commitment

As an agency of the Archdiocese of Brisbane, we have a zero tolerance for all forms of abuse and are committed to safeguarding everyone involved in its activities, ministries, and services. The safety and wellbeing of children and adults-at-risk is paramount.

Accessibility



Brisbane Catholic Education is committed to providing accessible services to people from all culturally and linguistically diverse backgrounds. If you have difficulty understanding this document, you can contact Translating and Interpreting Service National on 13 14 50 to arrange for an interpreter to translate it for you.

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Attributions

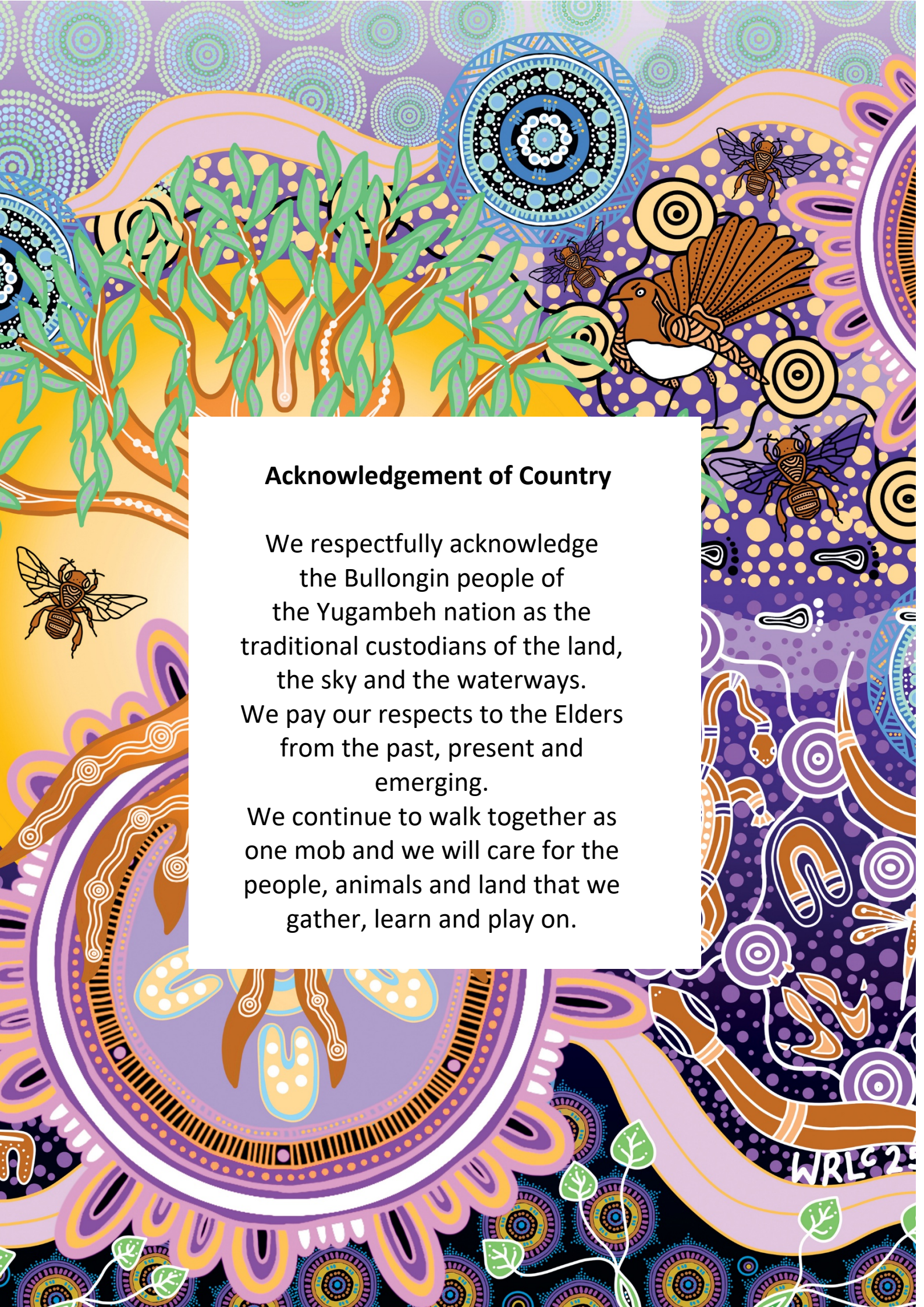
Artwork: Ngulli Gumera artwork by Waylene Currie of WRLC Arts, 2025.

Cover: Brisbane Catholic Education, Mother Teresa Catholic Primary School, 2026

Page 4: Mother Teresa Catholic Primary School

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Acknowledgement of Country

We respectfully acknowledge
the Bullongin people of
the Yugambah nation as the
traditional custodians of the land,
the sky and the waterways.
We pay our respects to the Elders
from the past, present and
emerging.

We continue to walk together as
one mob and we will care for the
people, animals and land that we
gather, learn and play on.

Introduction

Because wherever a child or vulnerable person is safe, there you serve and honour Christ.

Pope Francis written address to the Pontifical Commission for the Protection of Minors' plenary assembly in Rome March 24-28, 2025.



Mother Teresa Catholic Primary, Ormeau is committed to creating environments where children and young people feel protected, valued, and heard. Safeguarding is a shared responsibility, and every child has the right to grow and thrive free from harm.

We are guided by our Christian Catholic Tradition and the teachings of Jesus Christ who advocated for the protection of children and the marginalised. Our mission to teach, challenge and transform through our educational endeavours is actioned by Catholic Social Teaching, as part of the Archdiocese of Brisbane.

The Queensland Government recently introduced new Child Safe Standards. These Standards clearly outline what child safe organisations must do to create environments where children are protected, respected and able to speak up. They focus on building safe, welcoming cultures, hearing and valuing children's voices, working closely with families, celebrating diversity, making sure the right people work with children, responding quickly to concerns, and always looking for ways to improve safety.

Throughout 2026, our school will review its compliance against the new Child Safe Standards using a phased approach in line with Queensland Family and Child Commission guidelines. We will review, self-assess and report against selected Standards each term, building towards full implementation and continuous improvement across all Standards by the end of the year. This staged process allows Mother Teresa Catholic Primary to embed the Standards meaningfully and ensure our practices reflect the needs, voices and safety of our students. As a Catholic school within the Archdiocese of Brisbane, we honour the Archdiocesan Safeguarding Commitment and uphold the values of Catholic education in our safeguarding practices. This School Safeguarding Plan is developed in consultation with students, families, and employees, and is contextualised to our local school environment. It reflects our commitment to continuous improvement, cultural safety, and child-centred practice, and is supported by both Brisbane Catholic Education policies and procedures and school-specific safeguarding actions. Further Information about BCE wide practices can be accessed [here](#).

For more information or to request accessible formats, please contact the school Principal.

The Archdiocese has zero tolerance for all forms of abuse and is committed to safeguarding everyone involved in its activities, ministries, and services. The safety and wellbeing of children and adults-at-risk is paramount.

The Child Safe Standards



Standard 1: Leadership and Culture

Child safety and wellbeing is embedded in the entity's organisational leadership, governance, and culture.



Standard 2: Voice of children

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



Standard 3: Family and community

Families and communities are informed and involved in promoting child safety and wellbeing.



Standard 4: Equity and diversity

Equity is upheld and diverse needs respected in policy and practice.



Standard 5: People

People working with children are suitable and supported to reflect child safety and wellbeing values in practice.



Standard 6: Complaints management

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



Standard 7: Knowledge and skills

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



Standard 8: Physical and online environments

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



Standard 9: Continuous improvement

Implementation of the Child Safe Standards is regularly reviewed and improved.



Standard 10: Policies and procedures

Policies and procedures document how the entity is safe for children.



Universal Principle

Requires child safe entities to provide an environment that promotes and upholds the right to cultural safety.

Safeguarding Focus Areas

The 10 standards are grouped under four key focus areas:



The Universal Principle

Ensuring cultural safety through the Universal Principle is essential for Aboriginal and Torres Strait Islander students and families.



While the Principle intentionally focuses on First Nations children, the cultural safety indicators which make up the Principle are designed to adopt a proactive and comprehensive approach to safeguarding, ensuring that policies, and practices are inclusive for all children, particularly those who may be marginalised or vulnerable. The Universal Principle is embedded within all 10 Standards.

Cultural Safety Indicators

- 1 Transformational unlearning** – Organisations must challenge unconscious bias, racism, and discrimination within their structures and workforce.
- 2 Negotiating values, motivations, and paradigm** – Policies and programs should be co-designed with Aboriginal and Torres Strait Islander communities to reflect their perspectives on child safety.
- 3 Prioritising social and emotional wellbeing and health** – A holistic, strengths-based approach must be adopted to support the wellbeing of Aboriginal and Torres Strait Islander children, staff, and families.
- 4 Sharing power and decision-making** – Decision-making processes should be led or co-led by Aboriginal and Torres Strait Islander peoples to ensure genuine partnerships.
- 5 Sharing resources** – Organisations should dedicate resources to Aboriginal and Torres Strait Islander led initiatives, research, and governance mechanisms, where appropriate.
- 6 Creating a strategic enabling environment** – Leadership must set clear priorities and accountability structures ensure cultural safety into daily operations.
- 7 Operating on Aboriginal and Torres Strait Islander terms of reference** – Service delivery to Aboriginal and Torres Strait Islander children should be grounded in Aboriginal and Torres Strait Islander knowledge systems and self-determination principles.
- 8 Accountability and continuous quality improvement** – Progress should be measured using Aboriginal and Torres Strait Islander-defined success indicators, ensuring sustained improvement.

The Cultural Capability Framework

This framework enables Brisbane Catholic Education to develop a workforce grounded in Aboriginal and Torres Strait Islander cultural humility, enabling responsive and innovative practices that contribute to Reconciliation. The Cultural Capability Framework and Molum Sabe assists our workforce to critically reflect on individual and organisational practices and develop effective practices across four cultural standards:



Teaching

Culturally responsive teachers and education professionals create the conditions for respectful relationships with Aboriginal and Torres Strait Islander peoples, and learning of knowledges, identities, cultures and languages.



Relationships

We develop relationships and connections with Aboriginal and Torres Strait Islander employees, students, families and communities to build and sustain inclusive and culturally safe practices and environments.



Environment

We establish an inclusive and culturally safe environment, where Aboriginal and Torres Strait Islander employees, students, families and communities feel a sense of belonging and connection.



Leadership

All employees are accountable for building and sustaining inclusive and culturally safe practices and environments with Aboriginal and Torres Strait Islander employees, students, families, and communities. Leaders have additional responsibilities to articulate a clear vision and provide ongoing cultural capability development opportunities for employees.

Standard 1: Leadership and Culture

Child safety and wellbeing is embedded in the entity's organisational leadership, governance, and culture¹



Brisbane Catholic Education's commitment to Standard 1

At BCE, student safety is central to how we plan, think and act, shaping a safeguarding culture that protects their safety and wellbeing. We use a whole of organisation approach; led by strong leadership, embedded in practice and supported through shared responsibility. Clear policies, codes of conduct, Student Protection Processes and risk management plans set behavioural expectations and guide how we keep children safe. Our Safeguarding Policy aligns with the Archdiocese of Brisbane Safeguarding Framework and is available on our website. Leaders are accountable for ensuring these requirements are followed and continually improved. Safeguarding is a system critical foundation of the BCE Strategic Plan 2025–2027 and an identified enterprise risk, monitored through regular monitoring, internal audits and escalation pathways. Governance transparency is reinforced through quarterly reporting to the BCE Executive Team, Safeguarding Committee and Catholic Education Council, including assessments of practice effectiveness and improvement progress. We take a strong stand against discrimination, bias or harm toward any child and are committed to cultural safety for Aboriginal and Torres Strait Islander peoples.

What Standard 1 looks like at our school:

At Mother Teresa Catholic Primary School, student safety and wellbeing are prioritised through active leadership, consultation, and ongoing monitoring. Safeguarding is embedded in everyday practice and school culture, rather than existing solely within policy documents.

The Archdiocese of Brisbane Safeguarding Commitment is prominently displayed throughout the school, including in the foyer, shared gathering spaces, and the Principal's office, providing a visible and ongoing reminder that safeguarding is central to our culture and that the safety and wellbeing of all students is paramount.

Safeguarding is intentionally kept 'alive' through regular and meaningful consultation with students, staff, and families. Student voice is valued and has been captured through Year 6 reflections, while staff across all roles contribute to discussions around wellbeing and safety priorities. Family perspectives are actively sought through engagement with the Parents and Friends Advisory Group. These processes reinforce that safeguarding is a shared responsibility, informed by lived experience and collective voice.

Leadership plays a visible and active role in championing child safety. The Principal leads consultation processes, reflects on data, and ensures findings inform decision-making and next steps. School-based data, including staff culture insights and Tell Them From Me survey results, are regularly reviewed to identify strengths, emerging trends, and areas for growth, with a particular focus on improving students' lived experience of safety and wellbeing. Feedback is translated into practical actions that strengthen relationships, supervision, early intervention, and supportive learning environments.

Safeguarding at our school is ongoing, reflective, and embedded within our leadership and culture. Governance structures support a consistent and coordinated approach to student safety and wellbeing, with clear leadership responsibility, established Student Protection Contact roles, regular communication, and the use of consultation and evidence to monitor, review, and strengthen safeguarding practices across the school.

¹ Alignment with National Catholic Safeguarding Standard (NCSS): Standard 1: Committed Leadership Governance and Culture | Working with Children (Risk Management and Screening) Regulation 2020 (Qld), Schedule 1, Section 2(1), (2)(a) and (2)(b) | Education (Accreditation of Non-State Schools) Regulation 2017 (Qld) s 6 (1), (2) and s9 (e)

Standard 2: Voice of children

Children are informed about their rights, participate in decisions affecting them and are taken seriously²



Brisbane Catholic Education's commitment to Standard 2

We strive to create a culture where every child feels safe, heard and confident to share their ideas or concerns. Our employees and volunteers are supported to engage respectfully with students, listen carefully, and respond to their immediate needs. BCE's school safeguarding storybooks and animation series help explain our policies, processes and key safeguarding concepts to students in age appropriate ways. We also support schools to deliver Consent and Respectful Relationships Education so students understand their rights, identify trusted adults, and build positive, healthy and respectful relationships. Each year, students across all BCE schools are invited to share their views through the *Tell Them From Me* survey. This feedback helps us understand how students are feeling, their concerns and how we can strengthen safety and support in our schools. Our Student Voice Program gives students a platform to contribute to BCE wide decisions affecting their safety, wellbeing and learning. Our Archdiocesan First Nations Student Representative Council and our Aboriginal and Torres Strait Islander Education Team help co-design culturally safe policies and practices.

What Standard 2 looks like at our school:

At Mother Teresa Catholic Primary School, students learn about their rights, personal safety and who they can trust through planned Health curriculum lessons, whole-school safeguarding messages, classroom conversations, assemblies, student-friendly resources and visible student protection posters. Students are explicitly taught to recognise safe and unsafe situations, identify trusted adults and understand how to seek help when they have a concern. Age-appropriate learning is provided across year levels, including safeguarding lessons and the Real Talk program for Year 5 and Year 6 students, supporting students to understand personal safety, respectful relationships, wellbeing and help-seeking.

The school gathers and responds to student voice through classroom conversations, student feedback, student leadership opportunities, wellbeing check-ins, playground observations and guidance counsellor input. Student voice is also supported through buddy systems, Year 6 peer support, the buddy bench, PB4L buddy classrooms and social-emotional learning activities. These practices help students feel connected, included and less isolated.

Student participation influences decisions about playground supports, peer connection opportunities, wellbeing responses, safeguarding lessons and classroom practices. When students raise concerns, staff listen, take their views seriously and follow up appropriately. Cultural safety shapes this approach by ensuring safeguarding messages, student resources and help-seeking processes are inclusive, accessible and respectful of students' diverse backgrounds, identities and needs.

Safeguarding at our school is centred on listening to children, respecting their voice and ensuring every student knows they have trusted adults who will listen, support them and take their concerns seriously.

² Alignment with National Catholic Safeguarding Standards: Standard 2 Children and Adults Are Safe, Informed and Participate | Working with Children (Risk Management and Screening) Regulation 2020 (Qld) sch 1 s 2(8) (a) (ii) | Education (Accreditation of Non-state schools) Regulation (Qld) 2017 s 16(4) (a)-(b)

Standard 3: Family and community

Families and communities are informed and involved in promoting child safety and wellbeing³



Brisbane Catholic Education's commitment to Standard 3

Student safety, wellbeing and learning are best supported when families and schools work together and share responsibility for protecting students. At BCE, we believe informed and engaged families and communities are essential to creating safe learning environments. We support schools to partner with families in ways that are consistent, respectful, culturally safe and shaped by local needs. We also make sure families and community members have clear, accessible information about our safeguarding approach and how to raise concerns. Each year, parents and caregivers share their perspectives through the *Tell Them From Me* Parent Survey. This feedback helps BCE understand family experiences and concerns, guiding improvements that make our schools safer and more supportive for students.

What Standard 3 looks like at our school:

At Mother Teresa Catholic Primary School, families are informed about safeguarding expectations through regular school communication, including Leadership Newsletter items, parent communication, website information, office foyer displays, safeguarding posters and information shared through meetings and school events. Communication focuses on helping families understand the school's approach to child safety, how concerns can be raised, how students are supported, and the shared role families play in promoting safety and wellbeing.

Families and community members are invited to participate in safety and wellbeing initiatives through parent meetings, support planning, PLPs, surveys, consultation opportunities, PFG discussions, RAP Team input and targeted conversations. Families contribute to decisions that affect their child's learning, wellbeing, support planning and safety, and their input is recorded and considered as part of school planning and review processes.

The school engages the PFG and community partners by using existing forums and relationships to seek feedback, share information and strengthen approaches to safeguarding, wellbeing and inclusion. Feedback is gathered through parent conversations, surveys, PFG agenda items, consultation notes, RAP Team input and meeting records. This feedback helps inform policy review, improvement planning, safeguarding priorities and school decision-making.

Planned improvement will focus on making family and community consultation more regular, visible and purposeful, so families have clear opportunities to contribute to policy development, governance and future planning.

Safeguarding at our school is strengthened when families, carers and community members are informed, included and able to work in partnership with the school to support the safety and wellbeing of every child.

³ Alignment with National Catholic Safeguarding Standards: Standard 3 Partnering With Families Carers And Communities | Working with Children (Risk Management and Screening) Regulation 2020 (Qld) sch 1 s 2(8) (a) (ii) | Education (Accreditation of Non-state schools) Regulation (Qld) 2017 s 16(4) (a)–(b)

Standard 4: Equity and diversity

Equity is upheld and diverse needs respected in policy and practice⁴



Brisbane Catholic Education's commitment to Standard 4

Every student deserves to flourish and has the right to learn in a safe, supportive and inclusive environment, free from discrimination, bullying and harassment. BCE supports all students, regardless of background, identity or ability, to access and fully participate in their learning. We embed equity at the heart of our culture through the Student Diversity and Inclusion Policy, the Student Wellbeing Policy and the Queensland Catholic Education Council's Inclusive Practice in Catholic Schools. We expect school practices to reflect each child's circumstances and needs, and to prioritise culturally safe, trauma informed approaches in planning, communication and engagement. The Engage Student Support System and the Multi Tiered System of Supports (MTSS) help schools provide a student centred, comprehensive continuum of support. These systems enable collaborative, targeted and personalised assistance for diverse learners. We also provide children with opportunities to learn about different cultures, people and communities through the Aboriginal and Torres Strait Islander Histories and Cultures Cross Curriculum Priority and the Australian Curriculum.

What Standard 4 looks like at our school:

At Mother Teresa Catholic Primary School, we promote equity, inclusion and respect for diversity by recognising that every child brings different strengths, experiences, cultural backgrounds and support needs. Staff work to understand each student's learning, wellbeing, behaviour, cultural and safety needs so that support can be planned, documented and reviewed in a consistent way. Inclusive practice is strengthened through PLPs, support plans, differentiated planning, case meetings, wellbeing documentation, NCCD processes and regular communication with families.

Supports and adjustments are provided for diverse learners through classroom planning, targeted intervention, wellbeing support, guidance counsellor input and collaboration with families and external agencies when required. Particular attention is given to students who may need additional assistance, including First Nations students, students with disability, students from culturally and linguistically diverse backgrounds and other identified priority groups.

Cultural safety and anti-discrimination practices are embedded through professional learning, staff discussion, RAP Team input, consultation and planned curriculum experiences. Aboriginal and Torres Strait Islander perspectives are included in safeguarding, wellbeing and curriculum practices, with the aim of ensuring First Nations perspectives inform everyday school life and decision-making, not only stand-alone events.

Students access safeguarding information through age-appropriate lessons, student-friendly resources, visual supports, classroom conversations, consistent language and student protection posters. These resources help students identify trusted adults, understand how to seek help and access support in ways that suit their needs.

Planned improvement will focus on strengthening staff capability in culturally safe, inclusive and trauma-informed practice, and continuing to make safeguarding information accessible and meaningful for all students.

Safeguarding at our school means every child is known, included and supported, with their diverse needs respected and their safety and wellbeing at the centre of our practice.

⁴ Alignment with National Catholic Safeguarding Standards: Standard 4 Equity Is Promoted And Diversity Is Respected | Working with Children (Risk Management and Screening) Regulation 2020 (Qld) sch 1 s 2(3) (a) (ii) | Education (Accreditation of Non-State Schools) Regulation 2017 (Qld) s 11, s 15 (a)

Standard 5: People

People working with children are suitable and supported to reflect child safety and wellbeing values in practice⁵



Brisbane Catholic Education's commitment to Standard 5

BCE supports schools to ensure that everyone working or volunteering with students is suitable, safe and capable of upholding child safety and wellbeing. Our recruitment and screening processes embed safeguarding at every stage, from role design and advertising through to interviews, reference checks, onboarding and performance development. The Employee and Volunteer Screening Procedure includes a role risk matrix, Blue Card screening requirements and clearly defined responsibilities. These help leaders identify potential risks to student safety and wellbeing and respond appropriately. BCE's Human Resource Information System, Ignite, operationalises these procedures and helps employees monitor and maintain their safeguarding screening requirements. Our Procurement Procedure requires all external providers engaging with BCE offices or schools to be child safe and compliant with relevant legislation. The Risk Management Framework guides how we monitor safeguarding practices in schools through established quality control mechanisms. These processes ensure schools can safely engage employees, volunteers and third parties, with appropriate oversight, training and supervision in place before any child related work occurs.

What Standard 5 looks like at our school:

In line with our implementation plan, at the end of Term 4 we will explain:

- How we screen and onboard employees, volunteers and third parties
- How we ensure safe supervision and conduct
- How we apply BCE recruitment and HR procedures for employees and volunteers
- How we track and keep safeguarding screening requirements current
- Evidence of practice and planned improvements

⁵ Alignment with National Catholic Safeguarding Standards: Standard 5 Robust Human Resource Management | Working with Children (Risk Management and Screening) Regulation 2020 (Qld) sch 1 s 2(8)(b) | Education (Accreditation of Non-State Schools) Regulation 2017 (Qld) s 15 (b)

Standard 6: Complaints management

Processes to respond to complaints and concerns are child focused⁶



Brisbane Catholic Education's commitment to Standard 6

BCE fosters a culture where concerns about safety and wellbeing can be raised openly, respectfully and without fear. We support child focused complaint pathways that are accessible to students, families, employees and community members. Our policies and procedures outline reporting requirements, cooperation with authorities, and expectations for timely and safe responses to concerns. From 1 July 2026, BCE will implement Queensland's Reportable Conduct Scheme. This means BCE will report any reportable allegation or conviction, conduct investigations, provide interim and final reports to the Queensland Family and Child Commission, and immediately notify police of any suspected criminal conduct within required timeframes. BCE provides guidance and training to ensure complaints are handled in trauma informed and culturally safe ways, supported by Aboriginal and Torres Strait Islander Participation Officers and expertise from safeguarding, student protection, legal, wellbeing, school operations and program teams, and employee relations and investigations teams. System wide improvements are strengthening complaint handling processes, creating clearer pathways and embedding safeguarding expertise across the framework. These structures help schools respond to concerns with transparency, sensitivity and procedural fairness.

What Standard 6 looks like at our school:

At Mother Teresa Catholic Primary School, students, families, staff and volunteers are encouraged to raise concerns early. Students can speak with a trusted adult, teacher, school leader, Student Protection Contact or Guidance Counsellor. Families can contact the teacher, leadership Team or Principal, or use BCE's formal complaints and student protection pathways. We aim to keep these options clear, accessible and culturally safe.

Staff respond calmly using age-appropriate, non-leading questions, protect privacy and avoid unnecessary retelling. They consider the student's immediate and ongoing safety and support needs, involving a trusted adult or culturally appropriate support person where suitable. This child-focused, trauma-informed approach helps students feel heard and supported.

Concerns are recorded in the appropriate BCE system, or school complaints register, including actions, communication, referrals and outcomes. The Principal, Student Protection Contacts and relevant leaders determine whether a matter can be resolved at school or must be escalated to BCE, Queensland Police, Child Safety or another authority. The school provides appropriate follow-up, explains outcomes within privacy limits and monitors ongoing needs.

From 1 July 2026, BCE implements Queensland's Reportable Conduct Scheme. The school promptly notifies BCE of relevant allegations or convictions involving employees, volunteers, contractors or other relevant people and follows BCE directions. BCE manages required notifications, investigations and reports, and contacts police where criminal conduct is suspected. The school protects students, preserves records, cooperates with enquiries and implements required risk controls and follow-up.

At Mother Teresa Catholic Primary School, safeguarding practice is reinforced through staff induction, training, reporting flowcharts and regular reminders. Leadership reviews complaint records, feedback and recurring themes each term to identify opportunities for improvement. We will continue to make reporting options easier for students, families, volunteers and third parties to understand, and work with the RAP Team and appropriate First Nations contacts to strengthen culturally safe ways to raise concerns and receive support.

⁶ Alignment with National Catholic Safeguarding Standards: Standard 6 Effective Complaints Management | Working with Children (Risk Management and Screening) Regulation 2020 (Qld) sch 1 s 2 (4) (b) | Education (Accreditation of Non-State Schools) Regulation 2017 (Qld) s7 | Child Safe Organisations Act (Qld) Chapter 3

Standard 7: Knowledge and skills

Staff and volunteers of the entity are equipped with the knowledge, skills, and awareness to keep children safe through ongoing education and training⁷



Brisbane Catholic Education's commitment to Standard 7

BCE builds a confident, capable and culturally aware workforce committed to children's safety and wellbeing. Our Mandatory Safeguarding Training Framework sets clear onboarding and refresher requirements for all employees. Every year, BCE employees complete online student protection training covering indicators of child harm, grooming behaviours, how to respond to disclosures and mandatory reporting requirements. School staff also participate in additional face to face training each term on topics related to student safety and wellbeing. Staff who serve as Student Protection Contacts (SPCs) receive advanced training in managing disclosures and supporting colleagues to keep students safe. Volunteers and third party providers complete mandatory safeguarding onboarding before commencing any child related work, along with annual refreshers recorded in school registers in line with the Volunteer Policy and Procedure and Third Party Safeguarding Guidelines. BCE has developed a Cultural Learning Plan and Cultural Capability Framework to strengthen cultural competency and responsiveness, promote cultural safety and BCE's Ngutana-Lui Centre provides curriculum-aligned cultural learning for students and staff. All employee training is tracked through BCE's Learning Management System (iLearn), which issues automated reminders and provides compliance reports to managers.

What Standard 7 looks like at our school:

In line with our implementation plan, at the end of Term 4 we will explain:

- How employees, volunteers and third parties complete required safeguarding training
- How the school reinforces safeguarding practice throughout the year
- How cultural capability is embedded in training
- How the school monitors and supports employees and volunteers to undertake mandatory training
- Evidence of practice and planned improvements

⁷ Alignment with National Catholic Safeguarding Standards: Standard 7 Ongoing Education and Training | Working with Children (Risk Management and Screening) Regulation 2020 (Qld) sch 1 s 2(8)(b) | Education (Accreditation of Non-State Schools) Regulation 2017 (Qld) s16, 4 (c)

Standard 8: Physical and online environments

Physical and online environments promote safety and wellbeing and minimise the opportunity for children to be harmed⁸



Brisbane Catholic Education's commitment to Standard 8

BCE is committed to creating healthy, safe and productive physical and online environments that support student wellbeing, prevent harm and safeguard everyone involved in our activities. We take a holistic, strengths-based approach that recognises all dimensions of a child's wellbeing – physical, social, spiritual, emotional and cultural. Building plans are reviewed with a focus on environmental risks that may affect children's safety. The BCE Health, Safety and Wellbeing (HSW) Policy and BCE Safeguarding Guidelines for School Design provide practical guidance to build safe, inclusive spaces with strong visibility, supervision and access control. To support online safety, BCE aligns with the eSafety Commissioner's Best Practice Framework and delivers the Australian Curriculum for Online Safety (P–10). The Acceptable Use of Devices and Digital Resources agreement promotes safe digital behaviour and is supported by content filters and monitoring tools. Policies such as the Employee Code of Conduct, IT Acceptable Use Policy and Privacy Policy outline expectations for safe online behaviour. BCE provides guidance to help schools maintain safe digital environments, and student safety considerations are embedded in risk assessments, school risk registers and organisation wide risk management processes.

What Standard 8 looks like at our school:

At Mother Teresa Catholic Primary School, employees complete BCE's required safeguarding and student protection training during induction and through ongoing mandatory learning.

Safeguarding is reinforced throughout the year through staff meetings, professional learning, Student Protection Contact updates, risk assessments, incident reviews and reminders before excursions, events and other activities. Volunteers and third parties also receive reminders when they begin and when roles, activities or risks change.

Cultural capability is strengthened through ongoing discussion and learning about culturally safe practice and respectful engagement with Aboriginal and Torres Strait Islander students, families and community members. Our RAP Team meets regularly to guide this work, and our relationships with local Elders provide opportunities for students and staff to listen, learn and build understanding when Elders visit the school. We will continue to identify appropriate opportunities to strengthen cultural capability within safeguarding training and practice.

Leadership monitors training through BCE records, induction checklists and school registers. Employees and volunteers are followed up when training is incomplete or due for renewal, with reminders, time and support provided. Duties may be adjusted until requirements are met. Third-party requirements are checked through contracts, risk assessments and provider documentation.

Volunteers complete relevant student protection and Code of Conduct training before working with students. Contractors, external providers and other third parties are informed of expectations relevant to their role, including appropriate conduct, supervision, reporting concerns and access to students and school spaces.

At Mother Teresa Catholic Primary School, training completion is monitored through BCE records, induction checklists, volunteer registers and school records. Code of Conduct acknowledgements, staff meeting discussions, professional learning, risk assessments and contractor checks also show how safeguarding expectations are reinforced in practice. We will continue to strengthen this work by developing one clear training register, scheduling regular safeguarding refreshers, documenting cultural capability learning, consistently following up overdue training and using feedback to guide future priorities.

⁸ Alignment with National Catholic Safeguarding Standards: Standard 8 Safe Physical And Online Environments | Working with Children (Risk Management and Screening) Regulation 2020 (Qld) | Education (Accreditation of Non-State Schools) Regulation 2017 (Qld) s 18 (1) s19

Standard 9: Continuous improvement

Implementation of the Child Safe Standards is regularly reviewed and improved⁹



Brisbane Catholic Education's commitment to Standard 9

BCE is committed to continual review, learning and strengthening of safeguarding practice across both system and school levels. Ongoing improvement ensures our policies, frameworks and practices evolve in response to emerging issues, data and feedback, and remain effective in preventing harm and promoting wellbeing. System wide reviews are carried out by the Assurance Team, Risk and Compliance Team and through school accreditation processes. These reviews assess the effectiveness of safeguarding measures and identify opportunities to strengthen practice. Critical incidents also trigger structured post incident reviews to identify risks, evaluate responses and enhance wellbeing supports for students and employees. Governance committees, including Safeguarding, Risk and Assurance, and People and Safety, monitor trends and support system wide improvements. Schools are supported to monitor their own safeguarding indicators, such as Blue Card compliance, attendance, bullying and wellbeing data, enabling a local cycle of review, reflection and continuous improvement.

What Standard 9 looks like at our school:

At Mother Teresa Catholic Primary School, safeguarding practices are regularly reviewed and strengthened through the ongoing use of data, consultation, and reflective practice. We know our safeguarding approaches are effective through consistent evidence from staff, students, and families, alongside observable practice across the school.

Staff culture data indicates sustained confidence in the school's safeguarding culture, while Tell Them From Me data shows strong and ongoing parent confidence in student safety and wellbeing. Student data demonstrates a positive upward trend over time, indicating that current strategies are improving students' lived experience of safety.

Staff across all roles demonstrate a clear understanding of their responsibility for student safety and wellbeing. Consultation confirms that safeguarding priorities, risks, and practical actions are well understood and embedded in everyday practice, reflecting shared ownership and accountability.

Safeguarding messages are reinforced through consistent whole-school and classroom practices. Each Monday morning, whole-school prayer includes explicit safeguarding and behaviour support messages that promote respectful relationships and shared expectations. Each day begins with Circle Time, providing structured opportunities to build relationships, strengthen emotional safety, and discuss wellbeing and behaviour strategies in a supportive and age-appropriate way.

Leadership regularly reviews data and feedback and translates findings into practical actions, with a focus on relationships, supervision, early intervention, and supportive environments. Ongoing analysis highlights safeguarding as a strength while also identifying clear next steps to further strengthen student voice and students' lived experience of safety and wellbeing.

⁹ Alignment with National Catholic Safeguarding Standards: Standard 9 Continuous Improvement | Working with Children (Risk Management and Screening) Regulation 2020 (Qld) sch 1 s 2(6)(a) | Education (Accreditation of Non-State Schools) Regulation 2017 (Qld) s20

Standard 10: Policy and procedures

Policies and procedures document how the entity is safe for children¹⁰



Brisbane Catholic Education's commitment to Standard 10

The Archdiocese of Brisbane Safeguarding Framework guides safeguarding practice across all Catholic entities, including BCE. The BCE Safeguarding Policy sits within this framework and is supported by a range of policies, procedures and guidelines designed to protect student safety and wellbeing. Under the BCE Policy Governance Framework, all policies are reviewed at least every three years through consultation, governance checks and formal approval. This ensures they remain current, reflect best practice and continue to support student safety, wellbeing and cultural safety. Consultation ensures policies reflect lived experience and meet the diverse needs of school communities. BCE is also working to make policies easier to understand and use, including creating child friendly resources. Policies and procedures are accessible to students, families, volunteers and third parties through BCE and school websites, and are available internally to employees through Spire. Safeguarding responsibilities are embedded in the BCE Leadership Capability Framework, ensuring leaders consistently communicate, model and apply policy requirements.

What Standard 10 looks like at our school:

Mother Teresa Catholic Primary School operates within the Brisbane Catholic Education (BCE) policy and procedural framework, which embeds all Child Safe Standards and the Universal Principle. These system-level policies provide clear expectations for safeguarding practice and support consistency across the organisation.

At a school level, safeguarding policies and procedures are actively implemented and reinforced through leadership practice, consultation, and daily operations. Leadership ensures that policies are not treated as static documents, but are regularly referenced, discussed, and applied in practice through staff engagement, data review, and ongoing safeguarding reflection.

Policies and procedures are accessible and understood by staff, students, and families. Staff consultation confirms that employees across all roles understand their responsibilities in promoting student safety and wellbeing and can clearly identify safeguarding priorities, risks, and appropriate actions. Parent survey data indicates that families know who to contact if they have a concern and feel confident in how the school responds to safeguarding matters, reflecting clarity and accessibility of procedures.

Overall, while safeguarding policies are governed at a system level, the school's leadership approach ensures they are meaningful, well-understood, and embedded in everyday practice, supporting a consistent and child-safe culture across the school community.

¹⁰ Alignment with National Catholic Safeguarding Standards (NCSS): Standard 10 Policies And Procedures Support The Safety Of Children And Adults | Working with Children (Risk Management and Screening) Regulation 2020 (Qld) s 2 (3-6) | Education (Accreditation of Non-State Schools) Regulation 2017 (Qld)

