



Child Protection Risk Management Strategy



PMSA



1. Preface

Sections 171 and 172 of the Working with Children (Risk Management and Screening) Act 2000 (Qld) (Act) require persons employing employees, volunteers, board members and managers in regulated employment and persons conducting regulated businesses to develop and implement a written risk management strategy about the regulated employment or regulated business that implements employment practices and procedures to promote the wellbeing of a child affected by the regulated employment or regulated business.

The risk management strategy must include the matters prescribed under section 3 of the Working with Children (Risk Management and Screening) Regulation 2020 (Qld).

The PMSA conducts a regulated business and employs employees, volunteers, board members and managers in regulated employment.

This strategy meets the legislated requirements.

2. Scope

This strategy applies to all PMSA Facility's employees, volunteers, board members, managers, contractors and visitors.

3. Related legislation

- 3.1 Child Protection Act (1999) (Qld)
- 3.2 Child Protection Regulation 2023(Qld)
- 3.3 Education and Care Services National Law (Queensland) Act 2011(Qld)
- 3.4 Education and Care Services National Law (Queensland) Regulation 2011
- 3.5 Education and Care Services Act 2013 (Qld)
- 3.6 Education and Care Services Regulation 2013
- 3.7 Education (General Provisions Act) 2006 (Qld)
- 3.8 Education (General Provisions) Regulation 2017 (Qld)
- 3.9 Education (Accreditation of Non-State Schools) Act 2017 (Qld)
- 3.10 Education (Accreditation of Non-State Schools) Regulation 2017 (Qld)
- 3.11 Education (Queensland College of Teachers) Act 2005 (Qld)
- 3.12 Education (Queensland College of Teachers) Regulation 2016 (Qld)
- 3.13 Education Services for Overseas Students (ESOS) Act 2000 (Cth)
- 3.14 Education (Overseas Students) Act 2018 (Qld)
- 3.15 Education (Overseas Students) Regulation 2018(Qld)
- 3.16 Working with Children (Risk Management and Screening) Act 2000 (Qld)
- 3.17 Working with Children (Risk Management and Screening) Regulation 2020 (Qld)

4. Our commitment to child protection

- 4.1 The PMSA commitment to child protection is immersed in our vision:

'To build communities based on Christian foundations, by providing teaching and learning environments of excellence, permeated by Christian faith and actions'

- 4.2 The PMSA is committed to the safety and wellbeing of children and the protection of children from harm. We see this as an outward expression and evidence of our Christian faith.

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- 4.3 Every person who shares in the work of the PMSA communities – including employees, volunteers, board members, managers and visitors – shares in the responsibility to care for and protect all children from threats or perceived threats of harm.

5. Expectations of commitment and behavior of Personnel

- 5.1 In performing any role in any PMSA Facility, our people are expected to work in a manner consistent with the PMSA Christian ethos and values. The PMSA Code of Conduct outlines the standards of behaviour expected of all Personnel in the PMSA Facilities. We expect that our Personnel will be caring, compassionate individuals who take an interest in children and who set appropriate boundaries within their relationships with children.
- 5.2 Our employees, volunteers, board members and managers must ensure that their interactions with children are appropriate and professional at all times. They must actively strive to prevent harm to children and support any children in a PMSA Facility who have been harmed.
- 5.3 Our Personnel will treat all children respectfully and within the child protection laws of Australia (free from any form of abuse). Specific protocols which relate to situations involving children include:
- (1) Personnel must not have a romantic or sexual relationship with a child.
 - (2) Personnel should avoid situations where they are alone in an enclosed space with a child.
- 5.4 When physical contact with a child is a necessary part of the teaching/learning experience, employees and volunteers must ensure that the contact is appropriate and acceptable. The employee or volunteer must always advise the child of what they intend doing and seek their consent.
- 5.5 Employees, volunteers, board members and managers should not transport children in their own vehicles unless they have specific permission from the child or student's parent/carer, their supervisor and/or the Principal or nominated supervisor prior to the journey, where there is no feasible option available to provide alternative transportation or in the event of an emergency situation.
- 5.6 Employees, volunteers, board members and managers must not develop a relationship with any child that is, or that can be interpreted as being, a personal rather than a professional relationship.
- 5.7 Employees, volunteers, board members and managers must not use electronic devices, such as email, social networking sites, mobile video, phones or SMS texting to distribute sexually explicit material to a child or for solicitation or harassment.
- 5.8 All employee interactions with children by email or other electronic means must be directly related to the educational context and must be professional always.
- 5.9 Employees, volunteers, board members and managers must not invite children to join their personal electronic social networking site/s or accept student invitations to join their social networking site/s.
- 5.10 The PMSA has a Code of Conduct for homestay hosts which outlines the standards of behaviour expected of homestay hosts, their families and all visitors who interact with homestay students in homestay residences. These standards are consistent with the values and principles of our homestay program.

This commitment is evidence of the PMSA fulfilment of the requirements of section 3(1)(b) of the Regulation.

6. Policies and procedures

- 6.1 The PMSA is committed to providing a safe environment for all children in our care by developing and implementing policies and procedures which ensure that:
- (1) all Personnel are screened and trained in the requirements and processes of child protection and professional behaviour; and
 - (2) students and parents/carers are provided with information and education in child protection.
- 6.2 PMSA Alleged Abuse of Former Students Policy
- The PMSA Alleged Abuse of Former Students Policy and associated procedures outlines the PMSA processes for dealing with allegations of abuse relating to individuals who, as children, received education

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and/or accommodation or care within a PMSA school but who are not students of the school at the time the allegations are made, i.e. they are former students.

6.3 PMSA Blue Card (Working with Children) Policy outlines the PMSA's reporting requirements for schools.

The PMSA Blue Card (Working with Children) Policy requires that all persons who are engaged in, or provide services to, children in PMSA Facilities, except those who fall into the exempted categories, must have met the Blue Card screening requirements, as required by the Act before commencing service.

The PMSA and each PMSA Facility are required to establish and maintain Blue Card registers of all Personnel involved in child-related activities which includes:

- (1) whether or not the person requires a Blue Card (if not, why not e.g. the parent exemption applies);
- (2) the type of application (e.g. paid or volunteer);
- (3) when the person applied and/or the date of issue of the positive notice and Blue Card;
- (4) the expiry date of the Blue Card;
- (5) the renewal date (an application must have been lodged prior to the expiry of a Blue Card for the person to be permitted to continue working in child-related employment after the expiry of the card and before receipt of the new card – for volunteers the application must be lodged at least 30 days prior to the expiry);
- (6) whether a negative notice has been issued;
- (7) any change in status to a Blue Card (e.g. a change in Police Information, the Blue Card is cancelled or suspended);
- (8) where there is a change in Police Information, the date of receipt of information of the change;
- (9) when a Blue Card holder leaves the facility and the date the facility informs Blue Card Services, and
- (10) any change of personal information of a Blue Card holder, including the date they informed Blue Card Services (Note: it is an offence for an employee to fail to notify Blue Card Services, on the appropriate form, within 14 days, of any change in personal details).

The PMSA and all PMSA Facilities will conduct internal audits of our Blue Card register annually, and we will arrange an external audit every four years.

6.4 PMSA Child Protection Policy

The PMSA Child Protection Policy outlines the commitment of the PMSA and the PMSA Facilities to the welfare and well-being of all children in their care. The Policy covers information for handling disclosures or suspicions of harm, including the reporting of physical abuse, emotional or psychological abuse, sexual abuse or exploitation as well as neglect, inappropriate behaviour and self-harm.

The PMSA Child Protection Policy applies to all PMSA Personnel and is available:

- (1) on the PMSA website;
- (2) on the website of each PMSA Facility;
- (3) in the Staff Policy Handbook of each PMSA Facility;
- (4) at reception of each PMSA Facility; and
- (5) in student handbooks (summarised version).

6.5 PMSA Code of Conduct

The PMSA Code of Conduct outlines the standard of behaviour expected of all Personnel and contractors engaged by PMSA, including as it relates to interactions and relationships with children.

6.6 PMSA Homestay Child Protection Policy

The PMSA Homestay Child Protection Policy provides written processes to ensure that PMSA schools and homestay hosts arranged by and for PMSA schools comply with the Education Services for Overseas

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Students (ESOS) Act 2000 (Cth) and the requirements of Standard 5 of the National Code of Practice for Providers of Education and Training to Overseas Students 2018 for ensuring the suitability of accommodation, support and general welfare for homestay students under 18 years of age.

6.7 PMSA Homestay Risk Management Strategy

The PMSA Homestay Risk Management Strategy ensures that PMSA Facilities have appropriate policies and procedures in place to identify and minimise the risk of harm to homestay students where a school has taken responsibility for the accommodation, support and general welfare of the student.

6.8 PMSA Professional Relationships with Students Policy

The PMSA Professional Relationships with Students Policy informs all Personnel and contractors that PMSA will not tolerate any action that constitutes inappropriate behaviour compromising their ability to have professional relationships with students. Such action may result in the initiation of disciplinary action under the PMSA Employee Discipline Policy and Procedure. This policy also outlines the standard of behaviour expected of Personnel and what an individual can do to address the inappropriate behaviour. This policy promotes and encourages professional relationships with students.

6.9 PMSA Social Media Policy

Protecting children in the care of PMSA Facilities from emotional and psychological abuse, sexual abuse or exploitation perpetrated through electronic means, is taken very seriously by the PMSA. The PMSA Social Media Policy clarifies how Personnel of the PMSA Facilities should conduct themselves in their use of social media. It provides guidelines for all Personnel on appropriate and inappropriate use of electronic devices, such as email, social networking sites, mobile video phones and SMS texting, as it relates to their interactions with children and adult students.

6.10 Individual PMSA Facility Information, Communication and Technology (ICT) Policy

Cyber safety is a serious risk management issue for the PMSA and our facilities in relation to child protection. Each PMSA Facility has a policy about the appropriate use of information technology. The policy outlines the protocols and procedures for the use of our electronic devices, including internet access, email protocols, electronic record access, security information and confidentiality requirements.

6.11 School's Accreditation Manual

The PMSA's Schools Accreditation Manual provides all the PMSA schools with strategies to meet the accreditation requirements of The Education (Accreditation of Non-State Schools) Act 2017 which requires the PMSA schools to provide evidence of written processes about how the school will respond to harm or allegations of harm to a student under 18 years old and the appropriate conduct of staff and students. The processes include a process for reporting sexual abuse or suspected sexual abuse and likely sexual abuse in compliance with the Education (General Provisions) Act 2006 and the process for reporting a reportable suspicion of harm under the Child Protection Act 1999. Furthermore, the governing body must ensure that staff, students and parents are made aware of the processes; that staff are trained in implementing the processes; that the school is implementing the processes; and that the processes are readily accessible by staff, students and parents. The PMSA Child Protection Policy has details of all the reporting requirements.

6.12 Student Guide for Protection from Abuse or Harm

A Student Guide for Protection from Abuse or Harm is included in all student handbooks. We inform our students at assembly and regular classroom meetings about how to protect themselves, and to whom they should report if they are concerned about their safety.

6.13 Ten Commandments of Child Protection for Staff at the PMSA Schools

The PMSA has developed the "Ten Commandments of Child Protection for Staff at the PMSA Schools and Workplaces", designed to cover the 10 most important things for individuals to remember, as employees of the PMSA, in respect of child protection.

All PMSA child protection policies and risk management strategies are available on the PMSA website or on the PMSA Staff Portal.

This commitment is evidence of the PMSA's fulfilment of the requirements of section 3(1)(d) of the Regulation.

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7. Recruitment, selection and screening

- 7.1 The PMSA recognises that risk management in relation to child protection begins with recruiting, selecting and screening the right people to work with us. Compliance with the PMSA policies on child protection, Blue Cards and preventing and reporting abuse is a condition of employment with us.
- 7.2 It is the policy of the PMSA and our facilities that every PMSA employee (except for exempt categories such as teachers), volunteer and contractor (including sports and activities coaches, music tutors and boarding house tutors) must hold a current Blue Card as part of their conditions of engagement.
- 7.3 Teachers undergo a similar screening process as part of their teacher registration process and are therefore exempt from the Blue Card application process.
- 7.4 We tell our Personnel, as part of the recruitment, selection and screening process, of their responsibility to:
- (1) obtain a Blue Card and ensure they have met the required screening obligations prior to undertaking work with children (except for registered teachers);
 - (2) advise the school and Blue Card Services of any changes required by the Act or Regulations (e.g. change of address, change of notice status);
 - (3) make all disclosures to us, as required by Blue Card Services, that may affect the issuing to them of a Blue Card;
 - (4) abide by the PMSA policies and procedures on child protection and abuse and participate in compulsory training on these policies and procedures; and
 - (5) ensure that their Blue Card is renewed every three years.
- 7.5 All our Personnel, (including sports and activities coaches, music tutors and boarding house tutors) are also provided with a warning on commencement of their engagement, as required by the Act, that it is an offence for a disqualified person to sign a Blue Card application form.
- 7.6 The PMSA Recruitment and Selection Policy outlines the policy and guidelines for the recruitment and selection of employees in PMSA Facilities.
- 7.7 Blue Card screening requirements
- As required by the Act, the PMSA requires that all Personnel (including sports and activities coaches, music tutors and boarding house tutors) must meet the following requirements.
- 7.8 Paid personnel (with the exception of teachers)
- (1) An individual who does not already possess a current Blue Card, **MUST NOT** engage in work with students prior to lodging an application for a Blue Card with Blue Card Services.
 - (2) An individual **MUST NOT** continue to work with students if their Blue Card has expired and they have not yet lodged a Blue Card renewal application Blue Card Services.
 - (3) An individual **MUST NOT** continue to work with students if they have been issued with a negative notice or if their Blue Card has been cancelled or suspended.
 - (4) An individual **MUST NOT** continue to work with students if they have had a change in their Police Information after being issued with a card.
- 7.9 Volunteers
- An individual engaged by the PMSA on a volunteer basis (including Board members, School Council members and Committee members) **MUST NOT**:
- (1) engage in work with students prior to being issued with a Blue Card.
 - (2) continue to work with students if their Blue Card has expired and their Blue Card has not been renewed within the required timeframes. That is, the individual is not in possession of a current Blue Card and has not submitted a Blue Card form to Blue Card Services at least 30 days prior to the expiry date.

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- (3) continue to work with students if they have been issued with a negative notice or if their Blue Card has been cancelled or suspended.
- (4) must not continue to work with students if they have had a change in their Police Information after being issued with a card.

7.10 Sports and activity coaches, music tutors, boarding house tutors and volunteers

Given the extent of our annual sports, activities and music programs, there is a significant need to employ a large number of coaches and tutors within our facility.

To ensure that people who fill these positions are suitable for working with children, we check the Blue Card status of each returning or potential coach or tutor before we confirm appointment each season.

We, through the sports and activities office, music department or boarding house, will record the details of seasonal coach/tutor Blue Card eligibility. Letters of appointment / contracts for service MUST not be issued until the relevant screening requirements have been met. The Blue Card officer will record all details of individuals and their Blue Card status in the Blue Card register.

This commitment is evidence of the PMSA's fulfilment of the requirements of section 3(1)(f)(ii) of the Regulation.

8. Induction and professional development

8.1 Induction

- (1) The PMSA and all PMSA Facilities have a written induction process for all employees, volunteers, board members and managers during the first 12 months of appointment to them to understand their role in providing a safe and supportive environment for children. This process includes training and education in child protection to ensure all Personnel are familiar with relevant legislation and policy obligations. It also ensures they fully understand their role in reducing exposure to child protection risks, including responsibilities and procedures for handling and reporting disclosures or suspicions of harm.
- (2) Information relating specifically to child protection is provided to all new employees at the PMSA New Staff Induction Day, held in January of each year. The new staff induction aims to assist Personnel through the provision of information including, but not limited to:
 - (a) the PMSA's commitment to learning environments that are safe and supportive for children;
 - (b) established protocols and standards of behaviour for employees, volunteers, board members and managers to ensure that their behaviour towards, and relationships with, children reflect appropriate standards of care;
 - (c) directing all new employees, volunteers, board members and managers to the PMSA and individual facility's child protection policies and procedures;
 - (d) procedures to follow when a disclosure of harm is received;
 - (e) reporting guidelines in relation to disclosures of harm and suspicions of harm;
 - (f) employee rights and responsibilities, as well as those of children; what to expect if there is an allegation of harm made against them or to them; what constitutes a breach of this strategy and the potential consequences;
 - (g) the roles of key people in the PMSA and our facilities specifically relating to child protection, and complaints procedures.
- (3) As part of the PMSA commitment to child protection risk management, attendance at this Induction Day is mandatory for all new employees, volunteers, board members and managers.
- (4) Each PMSA Facility also has a written induction process for volunteers and contractors which covers education on child protection policies and procedures.

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- (5) A copy of The Ten Commandments for Child Protection for Staff at the PMSA Schools and Workplaces is also included in the information provided to all new staff at the PMSA New Staff Induction Day.

8.2 Professional development

- (1) To assist all who work in the PMSA schools and Early Learning Centres to value and guide their relationships with the children in their care, the PMSA has developed a Child Protection Professional Development Program. This Program includes mandatory online PMSA child protection training delivered to all employees, volunteers, board members and managers including sports and activities coaches, music tutors and boarding house tutors on commencement of employment and then annually as a condition of employment. The aim of this training is to ensure that all employees, volunteers, board members and managers fully understand their role in respect of child protection in the PMSA Facilities, including their responsibilities for handling and reporting disclosures or suspicions of harm.
- (2) The PMSA mandatory online child protection training includes training in the following areas:
 - (a) definition of abuse and harm, including harm perpetrated by electronic communication such as email, social networking sites and mobile phones including SMS texting;
 - (b) strategies for identifying, assessing and minimising child protection risks;
 - (c) protocols for interacting with children;
 - (d) identifying the policies and procedures in place across the PMSA and our facilities which, together, will assist Personnel to understand their responsibilities and demonstrate their commitment to protecting children through appropriate actions and behaviours; and
 - (e) handling a disclosure or suspicion of harm, including reporting guidelines.
- (3) It is a requirement that all Personnel complete this training within one week of commencing employment and then on an annual basis, preferably within the staff professional development days of each new year.
- (4) The training is assessment based with electronic records kept of training completion for each employee. The Principal or nominated supervisor of a PMSA Facility has oversight responsibility for ensuring the completion of this training, within the required timeframes, by all who work at their facility.
- (5) Our compliance with mandatory online training requirements is conducted annually as part of the PMSA Risk Management and Assurance Program.
- (6) A copy of the document, The Ten Commandments for Child Protection at the PMSA Schools and Workplaces can be viewed and/or downloaded by each employee as part of completing their online child protection training.
- (7) In addition to the mandatory online child protection training, we provide on-going in-service training and education to Personnel in relation to behaviour management, anti-bullying, disabilities and the inclusion of child protection into risk management plans for high risk activities and special events.

This commitment is evidence of the PMSA's fulfilment of the requirements of section 3(1)(c) of the Regulation.

9. External contractors

- 9.1 We recognise that there may be risks associated with external contractors and their employees and consultants entering our campus for construction projects and other services. We identify and manage child protection risks through protocols which require all external contractors to be trained in appropriate expected behaviours whilst working within our campus which include, but are not limited to:
 - (1) Avoiding contact with students at all times.

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- (2) Never being in contact with students without staff supervision.
 - (3) Never using student facilities (e.g. toilets or change rooms).
 - (4) Wearing appropriate clothing at all times.
 - (5) Staying within an agreed working area and access routes.
 - (6) Reporting immediately, to an employee, if approached by a child for any reason.
 - (7) Never using profane or inappropriate language when children are present.
 - (8) Never communicating with children or adult students through electronic communication, including via social media sites, email, mobile phone or SMS texting.
 - (9) Being made aware of our child protection provisions (e.g. knowledge of where they can be found).
- 9.2 We have a statement on the appropriate behaviours expected for all external contractors, including subcontractors and their staff. We require them to read the document. If a contractor's appointment becomes permanent or the contractor has employees visiting the facility regularly, then we will require these contractors and employees to hold a current Blue Card.

10. International homestay programs

- 10.1 In providing international homestay programs we are required to comply with legal requirements under the Education Services for Overseas Students (ESOS) Act 2000 (Cth), the Education (Overseas Students) Act 1996 (Qld), the PMSA Child Protection Policy, the PMSA Homestay Child Protection Policy and the PMSA Homestay Risk Management Strategy.

11. Planning high risk activities and special events

- 11.1 We have a Risk Management Committee to identify risks to children when developing risk management plans for high risk activities and special events. The types of activities and events that would be included under this category include, but are not limited to, student billeting, sporting carnivals, excursions and camps.
- 11.2 All Personnel are expected to report risk activities to the Committee, as well as to identify risks related to activities under their supervision to ensure child protection issues are addressed as part of the standard risk management processes in the school.

This commitment is evidence of the PMSA's fulfilment of the requirements of section 3(1)(g) of the Regulation.

12. Marketing and advertising

- 12.1 We have in place a policy for the use of key messages and images featuring children and will ensure, in respect of photographs of children that:
- (1) the permission of the parent or carer of the child has been obtained, including specification by the parent and child as to how the image will be used; and
 - (2) when obtaining consent to use an image the child's confidentiality is maintained and the child is not put at risk or the child's best interest compromised.

13. Communication and support strategies

- 13.1 Students and parents
- (1) This policy will be made available to students and parents of all PMSA Facilities, and the PMSA organised Homestay Hosts through the relevant facility website, student diary, parent manuals, including that for boarders, and Homestay Handbook, and by display on at least one noticeboard at our campus, always. The attention of parents, students and children will be drawn to the policy at least twice a year through our newsletters. The Principal or nominated supervisor will ensure that a copy of this policy is always available from our administration.

- (2) A Student Guide for Protection from Abuse or Harm is included in all student handbooks and students are informed at assembly and regular classroom meetings about how to protect themselves, and to whom they should report if they are concerned about their safety.

13.2 Personnel

- (1) All PMSA Personnel are directed to the PMSA Child Protection Policy and this Child Protection Risk Management Strategy through the staff handbook, and in particular, on the first staff professional development day of each school year for school staff, the first staff meeting of the year for Early Learning Centre staff, and to all new staff at the time of appointment. The PMSA requires all Personnel (including sports and activities coaches, music tutors and boarding house tutors and supervisors) to complete a mandatory PMSA child protection training which is delivered to all Personnel online via the PMSA Staff Portal. It is a condition of employment that all Personnel complete this training on their appointment and then on an annual basis.
- (2) All PMSA policies and risk management strategies are available on the PMSA website and/or available to all staff via the PMSA Staff Portal.

This is evidence of fulfilment of the requirements of section 3(1)(h)(ii) of the Regulation.

14. Managing breaches of the PMSA child protection policies

- 14.1 Any breaches of the PMSA child protection policies, including this Risk Management Strategy will be managed in accordance with other relevant policies as appropriate in the circumstances, such as the PMSA Child Protection Policy, Human Resources policies and Enterprise Bargaining Agreement.

This is evidence of fulfilment of the requirements of section 3(1)(e) of the Regulation.

- 14.2 Where a person believes that there has been a breach or a failure to follow due process regarding the Child Protection Policy, those matters or incidents are to be formally raised with the School in question and utilising the individual School's Complaint Resolution Policy and Process.

15. Risk management reporting and review

- 15.1 The PMSA Child Protection Advisory Committee has responsibility for overseeing child protection matters. The primary objective of the Committee is to assist the PMSA Board in fulfilling their duty in relation to the safety and wellbeing of members of the communities of the PMSA Facilities.
- 15.2 Risk management reporting
 - (1) Compliance with Child Protection legislation and the PMSA Child Protection Policy requirements, any identified risks or incidences pertaining to child protection in individual facilities and breaches of the PMSA Child Protection Policy and/or this Risk Management Strategy, are included in a Risk Management report provided by each PMSA Facility each quarter.
 - (2) Incidents, risks or breaches of major significance, including criminal acts, are reported directly to the PMSA Board members on a more urgent basis as they are identified. Consultation by the individual facility Board Chairman and the Principal or nominated supervisor for the facility with the PMSA Chairman to determine the trigger for such reporting is recommended.
- 15.3 Risk management review
 - (1) The PMSA, in consultation with our facilities, reviews the Child Protection Risk Management Strategy annually and after any incidents to ensure that risks continue to be addressed and minimised throughout the PMSA Facilities and workplaces. The PMSA Child Protection Risk Management Strategy is also updated as necessary to ensure continued compliance with the Act and any other legislation which may, in the future, be enacted in relation to child protection.

16. Definitions

- 16.1 **Act** means the Working with Children (Risk Management and Screening) Act 2000 (Qld).
- 16.2 **Blue Card** is a positive notice issued by the chief executive of the Department administering the Act.
- 16.3 **Blue Card Services** means the section of the Department administering the Act responsible for processing Blue Card information, which section is usually referred to as Blue Card Services.
- 16.4 **Personnel** means employees, volunteers, board members and those who are concerned or take part in the management of a PMSA Facility.
- 16.5 **PMSA** is The Presbyterian and Methodist Schools Association.
- 16.6 **PMSA Facility** is a school, early learning centre or child care centre conducted directly or indirectly under the PMSA's auspices.
- 16.7 **Police Information**, about a person, means the following-
- (1) The person's criminal history;
 - (2) Investigative information about the person;
 - (3) Information as to whether the person is or has been-
 - (4) a relevant disqualified person; or
 - (5) the subject of an application for a disqualification order; or
 - (6) named as the respondent to an application for an offender prohibition order.
- 16.8 **Regulation** means the Working with Children (Risk Management and Screening) Regulation 2020 (Qld).

17. Amendment register

Issue No.	Approved By	Date of Issue	Page No	Change history
1	PMSA Board	08.09.2017	All	Approved by the PMSA Board
2	PMSA Board	01.04.2019	All	Full review undertaken of the Child Protection Risk Management Strategy. Approval by the PMSA Board.
3	PMSA Board	23.07.2019	11	Amendment to clause 14 satisfy provisions for Non-State Schools Accreditation Board
4	PMSA Board	01/04/2022	All	Legislative amendment only
5	PMSA Board	22/02/2024	2	Addition of new <i>Child Protection Regulation 2023</i> (Qld)

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