

# Child Protection | Decision Tree

## For Non-Teaching Staff



MATTHEW  
FLINDERS  
Anglican College



## I am a staff member at a school, other than a teacher\*.

During the course of my engagement I have become aware  
or formed a reasonable suspicion that a child has been harmed  
or is likely to be harmed.

A student is being harmed, or is likely to be harmed due to:

- Sexual abuse
- Physical abuse
- Psychological/emotional abuse
- Neglect.

Or is the victim of a child sexual offence.

EGPA s366 & 366A; Criminal Code s229BC;  
CPA s13E; and Accreditation Regulation s16(2)(a)

Complete the school report form and speak to the SPO



**Immediately** give the report  
to the Principal or a Director  
of the school's governing body.

If the report relates to sexual abuse or likely  
sexual abuse the Principal or a Director of the  
school's governing body will report this to the  
police immediately under the EGPA

They will also assess if a report to Child Safety  
or a referral to FaCC is required, as soon as is  
reasonably practicable, under the CPA and/or  
School Policy

\* Teacher means an approved  
teacher under the *Education  
(Queensland College of Teachers) Act  
2005* employed at a school

CPA: *Child Protection Act 1999*  
EGPA: *Education (General Provisions) Act 2006*  
FaCC: Family and Child Connect  
QCT: *Education (Queensland College of Teachers) Act 2005*  
Accreditation Regulation – Education (Accreditation of  
Non-State Schools) Regulation 2017  
SPO: Student Protection Officer

Disclaimer: This resource should be read in  
conjunction with the College's Child Protection  
Policy

# Child Protection | Summary of Reporting Harm

## For Non-Teaching Staff



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WHO	ABUSE TYPE	TEST	REPORT TO	LEGISLATION
All staff	Sexual	Awareness or a reasonable suspicion Sexually abused or likely to be sexually abused	Principal or director of the governing body immediately. Principal or director to provide a copy of the report to the police immediately.	EGPA, sections 366(2) and 366(4) and sections 366A(2) and 366A(6)
Teacher	Sexual and physical	Significant harm; and Parent may not be willing and able	Confer with Principal, report to Child Safety	CPA, sections 13E and 13G
All staff	Physical, psychological, emotional, neglect, exploitation	Significant harm; and Parent may not be willing and able	Principal, through to Child Safety	Accreditation Regulations, section 16
All staff	Any	Not a level that is otherwise reportable to Child Safety, refer with consent	Principal, through to Family and Child Connect	CPA, sections 13B and 159M
Principal	Any	Not of a level that is otherwise reportable to Child Safety, refer without consent	Family and Child Connect	CPA, sections 13B and 159M
Any member of the public	Any	Significant harm; and Parent may not be willing and able	Child Safety	CPA, section 13A
Any adult*	A child sexual offence against a child by another adult	Reasonable belief and, at the relevant time, the child is or was: - under 16 years; or - a person with an impairment of the mind	Police	Criminal Code section 229BC
Employing authorities (Principal/Board)	Harm or likely harm due to the conduct of a teacher	When you start dealing with an allegation; and When you finish dealing with an allegation	Queensland College of Teachers	QCT, sections 76 and 77

\*This obligation is fulfilled if the adult has already reported the information under any of the previous provisions, or believes on reasonable grounds that another person has done or will do so.

### OTHER RESOURCES TO SUPPORT YOUR DECISION MAKING

- [Online Child Protection Guide](#)
- [Traffic Light Resource for sexual behaviour in children and young people](#)
- [eSafety Commissioner - Toolkit for Schools](#)
- [Be You](#)
- [Headspace Schools](#)
- [National Association for Prevention of Child abuse and Neglect \(NAPCAN\)](#)
- [Queensland Family & Child Commission](#)
- [National Principles for Child Safe Organisations](#)