

STUDENT SAFEGUARDING FRAMEWORK

Keeping Young People Safe

At Jabiru, we walk alongside young people who may have had hard experiences with school, life or systems that didn't work for them. That's why safety sits at the core of everything we do.

Safeguarding means protecting the physical, emotional, cultural and psychological safety of every young person at Jabiru. It's not just a policy, it's part of our culture. It is how we build trust, share power, listen carefully and notice when something doesn't feel right.

We're committed to creating environments where all young people are protected from harm and able to thrive, following Queensland's *Child Safe Organisations Act 2024*.



Our promise

We will always:

- Listen to young people and take you seriously
- Create spaces where young people feel safe, respected and included
- Protect young people from harm, abuse, neglect and exploitation
- Notice risks early and act on them
- Support First Nations young people in culturally safe ways
- Make safeguarding part of everyday school life



What everyday looks like

Jabiru's safety framework applies to all of us – staff, leaders, volunteers, contractors, the Board, students, families and carers. We are all expected to:

- Respond immediately to harm
- Create conditions where harm is less likely to occur
- Foster inclusive and respectful environments
- Support young people to express their views
- Create a culture where young people feel safe to speak up

Mandatory reporting

Most Jabiru staff are mandatory reporters under the *Child Protection Act 1999*. This means they must report reasonable concerns that a young person may be experiencing harm.

Staff don't need proof. They report concerns based on what they see, hear or are told. They are responsible for protecting young people and reporting concerns, but do not investigate allegations themselves.

If something doesn't feel right



No door is ever closed to you at Jabiru.

You can speak to any adult at the school that you trust, from a youth worker or teacher, all the way up to the Co-Principals. Families and carers can contact the school directly at any time. If a young person is in immediate danger, contact emergency services or the relevant authorities.

Our safeguarding culture

Jabiru uses four building blocks to guide how our safety work is practiced across the entire school:

LEADERSHIP – Our commitment to keeping young people safe comes from the top

PEOPLE – Our people are well trained in working safely with young people

ENVIRONMENTS – Our spaces are intentionally safe and welcoming

RESPONSE – If something does go wrong, we all know what to do about it