



CHILD SAFETY: RISK ASSESSMENT



Risk Event or Environment	Existing risk management strategies or existing controls	Likelihood	Consequence	Current risk rating	New risk management strategies or treatments	Who is responsible?	Target risk rating
No organisational culture of child safety – lack of leadership, public commitment and frequent messaging	Child safety code of conduct Strategies developed to embed culture of child safety	Possible	Severe	Low	<ul style="list-style-type: none"> Strategies to embed organisational culture of child safety are reviewed Statement of commitment to child safety is publicly available Displaying of Child Safe Policies on the school website Child Safe Policies are highlighted in the School Staff handbook for all staff review annually. 	Principal, School Council Chair	Low
Inappropriate behaviour is not reported and addressed	Child Safety Code of Conduct Clear child safety reporting procedures Performance management procedures	Unlikely	Severe	Low	<ul style="list-style-type: none"> Strategies to embed organisational culture of child safety are reviewed Refresher training for staff – see eLearning mandatory reporting module Staff review and performance/coaching processes 	Principal, School Council Chair	Low
Unquestioning trust of long term employees and contractors or norms	Strategies developed to embed culture of child safety Clear child safety reporting procedures	Possible	Major	Low	<ul style="list-style-type: none"> Refresher training for staff – see eLearning mandatory reporting module Staff review and performance/coaching processes 	Principal, School Council Chair	Low
Recruitment of an inappropriate person	WWCC Policy or Victorian Institute of Teaching registration	Unlikely	Major	Low	<ul style="list-style-type: none"> Processes updated to require: Criminal history search Pre-employment reference check includes asking about child safety 	Principal, School Council Chair	Low
Engagement with children online	Child Safety Code of Conduct eSmart – ICT Policy Strategies developed to embed culture of child safety	Possible	Moderate	Medium	<ul style="list-style-type: none"> Train students and staff to detect inappropriate behaviour Ensure appropriate settings on all student technologies Clear expectation that staff are not to have personal contact with student/families on social media. 	Principal, School Council Chair	Low

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Unknown people and environments at excursions and camps	Child Safety Code of Conduct Strategies developed to embed culture of child safety Clear child safety reporting procedures Excursion and Camps Policy	Unlikely	Moderate	Medium	<ul style="list-style-type: none"> Assessment of new or changed environments for child safety risks Ensure code and strategies apply in all school contexts 	Principal, School Council Chair	Low
Ad-hoc contractors on the premises (e.g. maintenance)	Child safe environments information and awareness for visitors, staff, volunteers and contractors Visitors Policy Visitor Sign-in procedures Adequate monitoring	Unlikely	Moderate	Medium	<ul style="list-style-type: none"> Refresher training for frequent contractors 	Principal, School Council Chair	Low
Students from vulnerable cohorts do not have a sense of safety within the school (i.e., Aboriginal and Torres Strait Islanders, Culturally and/or Linguistically Diverse Students, Students with Disabilities and other vulnerable students)	Strategies to embed a culture of child safety Child Safety Policy	Rare	Moderate	Medium	<ul style="list-style-type: none"> Displaying of the Aboriginal and Torres Strait Islander flags Conducting Acknowledgement of Country at Assemblies and major school events Celebrating cultural events significant for the school population (including NAIDOC week) Displaying the artefacts and artwork of Australia's Indigenous peoples Displaying the artefacts and artwork relating to the school's language program Development of IEPs for students with additional needs 	Principal, School Council Chair	Low

REVIEW CYCLE

This Risk Assessment was endorsed by the School Principal on 21/01/2020. It will be reviewed annually or in response to an event. This Risk Assessment will be reviewed no later than 21/01/2021.