

IDENTIFYING AND REDUCING RISKS OF CHILD ABUSE

CHILD SAFE STANDARD SIX CRESWICK PRIMARY SCHOOL



Rational:

The school is required to develop, implement, monitor and evaluate risk management strategies to ensure child safety in all school environments.

Implementation:

STRATEGIES TO IDENTIFY AND REDUCE OR REMOVE RISKS OF CHILD ABUSE

The Creswick Primary School, School Council will develop and implement risk management strategies regarding child safety in all school environments. Some of these strategies will include:

- Embed an organisational culture of child safety, through effective leadership arrangements
- Develop a Child Safe Policy or Statement of Commitment to Child Safety
- Develop a Code of Conduct that establishes clear expectations for appropriate behaviour with children
- Implement human resource practices that reduce the risk of child abuse by new and existing personnel
- Develop processes for responding to and reporting suspected child abuse
- Implement strategies to identify and reduce or remove risks of child abuse
- Implement strategies to promote the participation and empowerment of children

The Creswick Primary School governing body will:

- Identify, assess and document the school's child safety risks across the range of school environments (including excursions, camps, online).
- Identify any existing risk mitigation measures or existing controls.
- Assess and rate the school's child safety risks given the existing controls in place, taking into account the likelihood of risk, and the likely consequence of the risk.
- If the risk rating is more than the 'acceptable level', identify further risk management strategies through additional treatments or other prevention, detection or mitigation strategies and then re-assess the risk (once in place these treatments will then become controls).
- Monitor and evaluated the effectiveness of the implementation of its risk controls.
- Ensure that appropriate guidance and training is provided to those who work with children in the school on at least an annual basis.

Risks Assessment

- The risk management process will be documented, recorded and reviewed periodically.
- Effective risk management strategies need to be transparent, well understood and diverse

POLICY EVALUATION AND REVIEW

This policy will be reviewed every two years and/or following significant incidents if they occur.

For further information on child safe standards go to childsafestandards@dhhs.vic.gov.au

This policy was approved by School Council on 8th August 2018 and is scheduled for review in August 2019.

CHILD SAFE STANDARD 6: RISK ASSESSMENT TEMPLATE

A key part of a risk management strategy is a risk assessment. Risk assessments can take many forms. An example is provided below. Risk assessment resources form part of the [School Policy & Advisory Guide: Risk Management Policy](#). An example is provided below to assist schools in their risk assessment.

Each school will be different and must undertake their school specific 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
<p>Strong culture of supporting child safety.</p> <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 	<p>Child safety code of conduct</p> <p>Strategies developed to embed culture of child safety</p>	Possible	Severe	Low	<ul style="list-style-type: none"> On-going review of practices and processes to support child safety. 	Principal, School Council Chair	Low
<ul style="list-style-type: none"> Organisational culture of child safety are reviewed Refresher training for staff – see eLearning mandatory reporting module (At least annually) 	<p>Child safety code of conduct</p> <p>Clear child safety reporting procedures</p> <p>Performance management procedures</p>	Unlikely	Severe	Low	<ul style="list-style-type: none"> On-going professional learning to meet child safe standards. 	Principal, School Council Chair	Low
Thorough recruitment practices that at least meet DET standards.	WWCC or Victorian Institute of Teaching registration	Unlikely	Major	Low	<ul style="list-style-type: none"> Continue to include pre-employment reference check includes asking about child safety 	Principal, School Council Chair	Low
Engagement with children online	<p>Child safety code of conduct</p> <p>Strategies developed to embed culture of child safety</p>	Possible	Moderate	Medium	<ul style="list-style-type: none"> Train students and staff to detect inappropriate behaviour Ensure appropriate settings on all student technologies 	Principal, School Council Chair	Low

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
Unknown people and environments at excursions and camps	<p>Child safety code of conduct</p> <p>Strategies developed to embed culture of child safety</p> <p>Clear child safety reporting procedures</p>	Unlikely	Moderate	Medium	<ul style="list-style-type: none"> Continue to assess 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 (eg maintenance)	<p>Child safe environments</p> <p>Information and awareness for visitors, staff, volunteers and contractors</p> <p>Adequate monitoring</p>	Unlikely	Moderate	Low	<ul style="list-style-type: none"> Refresher training for frequent contractors 	Principal, School Council Chair	Low