



Seymour
College

PROTECT

CHILD SAFETY RISK REGISTER

Child Safe Standard 6



Location(s):

Risk Title Non-child safe school culture	Risk Causes & Consequences Describe the risk cause/s and consequence/s <i>What would cause it to go wrong? (causes)</i> <i>What are the impacts if it does go wrong? (consequences)</i>	Existing risk management strategies (existing controls) Describe any existing policy, procedure, practice or device that acts to minimise the risk <i>What is in place now that reduces the likelihood of this risk occurring or its impact if it did occur?</i>	Current Risk Assessment			New risk management strategies (treatments) Describe the actions to be undertaken for those risks requiring further treatments	Who is responsible? List who is responsible for each new treatment (noting that the principal is ultimately responsible)	Date of new risk management strategies (treatments) The date the treatment action should be completed by
			Current Risk Consequence <i>How big would the impact of this risk be if it occurred? (choose one)</i>	Current Risk Likelihood <i>How likely is this risk to occur? (choose one)</i>	Current Risk Rating <i>What is the current risk level based on the risk rating matrix (below, page 9)?</i>			
<p>RISK short description There is a risk the school does not develop a culture of child safety</p> <p>Causes</p> <ul style="list-style-type: none"> Lack of an effective child safety risk management strategy Failure to ensure that appropriate guidance and training is provided to the individual members of the school council and school staff about child safety School fails to monitor who is on the premises Lack of reporting procedures Lack of understanding of roles and responsibilities in relation to child safety Lack of leadership on child safety, public commitment and frequent messaging <p>Consequences</p> <ul style="list-style-type: none"> Child safety incident occurs Underreporting of child safety incidents to relevant authorities Inappropriate behaviour not reported within school Physical or psychological injury Stress for all personnel involved, which could lead to occupational health and safety issues Non-compliance with minimum standards/Min Order 870 	<p>1. Child safety risk management strategies are implemented</p> <p>2. Child safety policy or statement of commitment</p> <p>3. Child safety code of conduct</p> <p>4. Strategies to embed an organisational culture of child safety are adopted</p> <p>5. Human resources practices for child safe organisations are in place</p> <p>6. A child safety officer/champion for the school is appointed</p> <p>7. Staff, volunteers, visitors and contractors receive induction regarding the school's child safety policies, procedures and practices.</p>	<p>Severe</p> <p>Major</p> <p>Moderate</p> <p>Minor</p> <p>Insignificant</p>	<p>Almost certain</p> <p>Likely</p> <p>Possible</p> <p>Unlikely</p> <p>Rare</p>	High	<p>1. Develop and deliver training to the principal, school council and staff about:</p> <ol style="list-style-type: none"> individual and collective obligations and responsibilities for managing the risk of injury/child abuse child abuse risks in the school environment; and the school's current child safety standards <p>2. Develop strategies to deliver appropriate education to students (See A Guide to Support Victorian Schools to Meet Child Safe Standard 7, and Empowerment and Participation of children) about:</p> <ol style="list-style-type: none"> standards of behaviour for students attending the school; healthy and respectful relationships (including sexuality); resilience; and child abuse awareness and prevention. <p>3. Inclusion of child safety obligations in staff position descriptions.</p> <p>4. Introduce child safety as a standard discussion item on School Leadership Team meetings and staff meetings.</p>	<p>1. Principal</p> <p>2. Leadership Team</p> <p>3. Child Safe Coordinators</p> <p>4. College Council President</p>		

<p>Risk Title Child abuse is not reported and/or addressed</p> <p>Risk short description There is a risk that the school does not report child safety concerns</p>	<ul style="list-style-type: none"> Breach of duty of care/organisational duty of care Litigation / adverse court ruling Reputation damage (School/Department) Community dissatisfaction and distrust over perceived child safety neglect, which could lead to drop in school enrolments 	<ol style="list-style-type: none"> Child safety policy and statement of commitment. Child safety code of conduct. Procedures for responding to and reporting suspected child abuse are developed and implemented Recording your actions: responding to suspected child abuse template is readily available to all staff Performance management procedures are in place. 	<p>Severe</p> <p>Major</p> <p>Moderate</p> <p>Minor</p> <p>Insignificant</p>	<p>Almost certain</p> <p>Likely</p> <p>Possible</p> <p>Unlikely</p> <p>Rare</p>	<p>High</p>	<ol style="list-style-type: none"> Develop and distribute regular school bulletins containing material related to child safety to inform the school community <ol style="list-style-type: none"> Conduct periodic reviews of the effectiveness of the child safety risk management strategies put into practice and, if considered appropriate, revise those strategies. Public advertising of child safety statement on the school newsletter and website Newsletter items at least once a term Strategies to embed organisational culture of child safety are reviewed <ol style="list-style-type: none"> Cultural Safety for First Nations children Allocation of at least two child safe officers 	<ol style="list-style-type: none"> Principal College Council President Assistant Principals
<p>Risk Title Child safety incident due to a child being unsupervised in the school environment and/or children alone with one other person unsupervised</p> <p>Risk short description There is the risk of a child safety incident when a child is</p>	<ul style="list-style-type: none"> School fails to monitor who is on the premises Lack of student supervision Lack of appropriate risk management practices in place for recreational or other activities Inappropriate building design <p>Consequences</p> <ul style="list-style-type: none"> Child safety incident occurs 	<ol style="list-style-type: none"> human resources practices for child safe organisations are implemented Organised 'Yard duty' for teachers before, during and after school Staff to student ratios are observed. Visitor and contractor sign-in process, perimeter control (SPAG – Visitors in Schools) Child safety code of conduct 	<p>Severe</p> <p>Major</p> <p>Moderate</p> <p>Minor</p> <p>Insignificant</p>	<p>Almost certain</p> <p>Likely</p> <p>Possible</p> <p>Unlikely</p> <p>Rare</p>	<p>Medium</p>	<ol style="list-style-type: none"> Develop and implement policies and procedures to reduce situations where a child may be unsupervised including during recreational or other activities or unsupervised with another person <ol style="list-style-type: none"> CCTV for unsupervised areas and 'hot spot' areas Clear windows in walls to enable visibility of occupants Windows not to be fully covered with student work or vision-pairing posters Non-lockable doors in hot spots 	<ol style="list-style-type: none"> Principal Assistant Principals Child Safe Coordinators Teachers

<p>unsupervised including during recreational or other activities and when alone with one other person unsupervised</p>	<ul style="list-style-type: none"> Underreporting of child safety incidents to relevant authorities Inappropriate behaviour not reported within school Physical or psychological injury Stress for all personnel involved, which could lead to occupational health and safety issues Criminal penalties: <ul style="list-style-type: none"> Failure to Report and/or Failure to Protect offence. Penalties under the Reportable Conduct Scheme Non-compliance with minimum standards/Min Order 870 Breach of duty of care/organisational duty of care Litigation / adverse court ruling Reputation damage (School/Department) Community dissatisfaction and distrust over perceived child safety neglect, which could lead to drop in school enrolments 	<p>1. School online policy and procedures, including Digital Technologies Policy</p> <p>2. Child Safety Code of Conduct</p> <p>3. Use of school Acceptable Use Agreement</p> <p>4. Use of an internet filter where required</p> <p>5. Use of Interactive Learning Modules regarding bullying</p> <p>6. Appropriate supervision for all online activities</p> <p>7. Response protocols implemented</p> <p>8. Ongoing awareness of the school's online policies and procedures</p> <p>9. Ongoing review of control effectiveness and improvements instigated as required.</p> <p>10. Strategies developed to embed culture of child safety</p>	<p>Severe</p> <p>Major</p> <p>Moderate</p> <p>Minor</p> <p>Insignificant</p>	<p>Almost certain</p> <p>Likely</p> <p>Possible</p> <p>Unlikely</p> <p>Rare</p>	<p>High</p>	<p>6. Assessment of new or changed physical environments for child safety risks</p> <p>7. Restrict or block off access to isolated, internally lockable, hidden or dark rooms or environments at the school</p> <p>8. Child safety is a discussion item in School Leadership Team meetings and staff meetings.</p> <p>9. Regular reminders to staff on this risk during School Leadership Team meetings and staff meetings.</p> <p>10. Adopt child safety risk management strategies as appropriate.</p> <p>11. Reinforce Standard 7 actions to empower children in the school – Child friendly posters are displayed throughout the college listing strategies for students</p> <p>12. Embed applied understanding of Child Safe Code of Conduct with staff, students, visitors</p>	<p>1. Train students and staff to identify inappropriate behaviour (including grooming) and indicators of abuse, and escalate concerns</p> <p>2. Develop strategies to deliver appropriate education to students (see A Guide to Support Victorian Schools to Meet Child Safe Standard 7 and Empowerment and participation of children) about: <ol style="list-style-type: none"> standards of behaviour for students attending the school; healthy and respectful relationships (including sexuality); resilience; and child abuse awareness and prevention. </p> <p>3. Become an eSmart School</p> <p>4. Prepare curriculum plans that explicitly teach safe, responsible and ethical online behaviours.</p> <p>5. Organise for the school to take the Bully Stoppers bledee</p> <p>6. Develop newsletter for parents with information and links to protect their children in the online environment (see eSafety Commissioner resources for parents and carers).</p> <p>7. Information sessions run by police liaison officer</p> <p>8. Ensure appropriate settings on all student technologies <ol style="list-style-type: none"> Internet cyber safety student agreement in students' diaries State wide mobile phone policy put into place Bullying prevention policy published on school website </p>	<p>1. Principal</p> <p>2. Assistant Principals</p> <p>3. IT Leader</p>
<p>Risk Title Unsafe online environment</p> <p>Risk short description There is the risk of a child safety incident in an online environment</p>	<p>Causes</p> <ul style="list-style-type: none"> Online child safety issues (including grooming) via media services: <ul style="list-style-type: none"> email Facebook, Instagram, Twitter and other social media YouTube mobile phone SMS messages and other mobile messaging media telephone, Skype and other media for making voice calls photography and videography any other electronic media. Webex, Microsoft Teams <p>Consequences</p> <ul style="list-style-type: none"> Child safety incident occurs Underreporting of child safety incidents to relevant authorities Inappropriate behaviour not reported within school Physical or psychological injury Stress for all personnel involved, which could lead to occupational health and safety issues Criminal penalties: <ul style="list-style-type: none"> Failure to Report and/or Failure to Protect offence. Penalties under the Reportable Conduct Scheme Non-compliance with minimum standards/Min Order 870 Breach of duty of care/organisational duty of care Litigation / adverse court ruling Reputation damage (School/Department) Community dissatisfaction and distrust over perceived child safety neglect, which could lead to drop in school enrolments 							

<p>Risk Title Contractor(s) on the premises commit abuse</p> <p>Risk short description There is the risk that contractors commit abuse</p>	<p>Causes</p> <ul style="list-style-type: none"> School fails to monitor who is on the premises Lack of supervision Contractors not aware of school arrangements Lack of background checks on contractors <p>Consequences</p> <ul style="list-style-type: none"> Child safety incident occurs Underreporting of child safety incidents to relevant authorities Inappropriate behaviour not reported within school Physical or psychological injury Stress for all personnel involved, which could lead to occupational health and safety issues Criminal penalties: <ul style="list-style-type: none"> Failure to Report and/or Failure to Protect offence, Penalties under the Reportable Conduct Scheme Non-compliance with minimum standards/Min Order 870 Breach of duty of care/organisational duty of care Litigation / adverse court ruling Reputation damage (School/Department) Community dissatisfaction and distrust over perceived child safety neglect, which could lead to drop in school enrolments 	<p>1. The Visitors In Schools policy is followed where appropriate</p> <p>2. Screening checks, including working with children checks or referee checks with children checks or referee checks</p> <p>3. Visitor and contractor sign-in process, perimeter control (SPAG – Visitors In Schools)</p> <p>4. Signage at school office clearly directing visitors to reception</p> <p>5. child safety risk management strategies are adopted as appropriate</p> <p>6. Adequate monitoring</p> <p>7. Child safe environments</p>	<p>Severe</p> <p>Major</p> <p>Moderate</p> <p>Minor</p> <p>Insignificant</p>	<p>Almost certain</p> <p>Likely</p> <p>Possible</p> <p>Unlikely</p> <p>Rare</p>	<p>Medium</p>	<p>1. Raise topic in staff meetings.</p> <p>2. Awareness sessions for students.</p> <p>3. Refresher training for frequent contractors.</p> <p>4. All contractors supervised whilst on school grounds.</p> <p>5. Staff trained to question unaccompanied visitors on school premises.</p> <p>6. Induction for new contractors.</p>	<p>1. Business Manager</p>
<p>Risk Title School staff member, volunteer and contractors or norms commits abuse</p> <p>Risk short description There is a risk that a school staff member commits abuse</p>	<p>Causes</p> <ul style="list-style-type: none"> Circumvention of proper pre-employment procedures, including no background/suitability checks A non-compliant recruitment process Non-compliance with relevant policies and procedures including conflict of interest policy Unethical behaviour Lack of child safety culture <p>Consequences</p> <ul style="list-style-type: none"> Child safety incident occurs Underreporting of child safety incidents to relevant authorities Inappropriate behaviour not reported within school Physical or psychological injury Stress for all personnel involved, which could lead to occupational health and safety issues Criminal penalties: <ul style="list-style-type: none"> Failure to Report and/or Failure to Protect offence, Penalties under the Reportable Conduct Scheme Non-compliance with minimum standards/Min Order 870 Breach of duty of care/organisational duty of care Litigation / adverse court ruling 	<p>1. The DET Recruitment in Schools guide is followed, including appropriate screening and referee checks for preferred candidate.</p> <p>2. Child safety Code of Conduct</p> <p>3. Child Safety Policy</p> <p>4. Suitability Checks for School Volunteers and Visitors</p> <p>5. Visitors policy is followed</p> <p>6. Performance and development and review processes with regular feedback to provide opportunities to discuss any concerns</p> <p>7. human resources practices for child safe organisations are implemented</p> <p>8. Staff management practices as highlighted in the HRWeb Workforce Planning policy are in place</p> <p>9. Regular staff meetings and Principal 1:1 meetings with staff</p> <p>10. Manager Assist telephone advisory service</p> <p>11. If required refer to HRWeb Complaints, unsatisfactory performance and misconduct</p> <p>12. School duty of care</p> <p>13. child safety risk management strategies are adopted as appropriate.</p> <p>14. Strategies developed to embed culture of child safety</p> <p>15. Clear child safety reporting procedures</p>	<p>Severe</p> <p>Major</p> <p>Moderate</p> <p>Minor</p> <p>Insignificant</p>	<p>Almost certain</p> <p>Likely</p> <p>Possible</p> <p>Unlikely</p> <p>Rare</p>	<p>High</p>	<p>1. Ensure that staff are regularly reminded of their child safety obligations and undergo refresher training</p> <p>2. Thorough induction process</p> <p>3. Leadership model child safe culture</p> <p>4. Appropriate and inappropriate behaviours are discussed regularly at staff meetings so that staff are empowered to escalate concerns</p> <p>5. Principal Performance and development</p> <p>6. Ongoing monitoring and review of staff and student work practices and behaviours for 'warning signals' and indicators of abuse – see Identifying and Responding to All Forms of Abuse in Victorian Schools</p> <p>7. Child safety standard discussion item on School Leadership Team meetings and staff meetings.</p> <p>8. Ensure all school mandatory reporters (and other school staff if possible) undertake the Protecting Children – Mandatory Reporting and other Obligations online module annually</p> <p>9. Develop strategies to deliver appropriate education to students (see A Guide to Support Victorian Schools to Meet Child Safe Standard 7 and Empowerment and participation of children) about: <ol style="list-style-type: none"> standards of behaviour for students attending the school; healthy and respectful relationships (including sexuality); resilience; and </p>	<p>1. Principal</p> <p>2. Business Manager</p> <p>3. HR Officer</p>

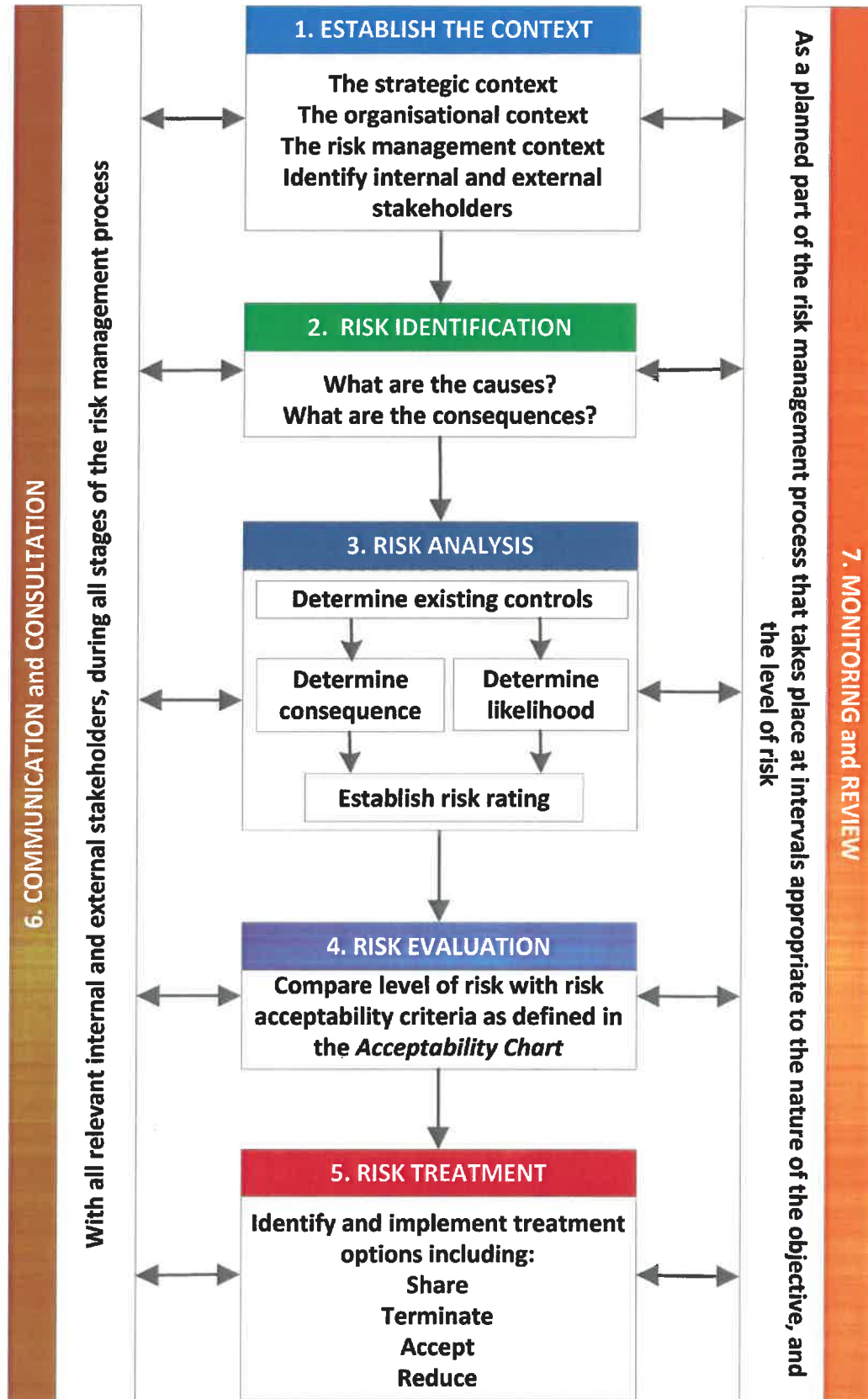
<p>Risk Title Child safety incident at excursions and camps including unknown people and environments</p>	<ul style="list-style-type: none"> Reputation damage (School/Department) Community dissatisfaction and distrust over perceived child safety neglect, which could lead to drop in school enrolments 	<p>Causes</p> <ul style="list-style-type: none"> Lack of awareness of local conditions (unknown people and environments) School fails to monitor who is in vicinity of school camps / excursions Lack of supervision Inappropriate student behaviour Failure to consider child safety risks Lack of appropriate risk management practices in place for recreational or other activities <p>Consequences</p> <ul style="list-style-type: none"> Child safety incident occurs Underreporting of child safety incidents to relevant authorities Inappropriate behaviour not reported within school Physical or psychological injury Stress for all personnel involved, which could lead to occupational health and safety issues Criminal penalties: <ul style="list-style-type: none"> Failure to Report and/or Failure to Protect offence, Penalties under the Reportable Conduct Scheme Non-compliance with minimum standards/Min Order 870 Breach of duty of care/organisational duty of care Litigation / adverse court ruling Reputation damage (School/Department) Community dissatisfaction and distrust over perceived child safety neglect, which could lead to drop in school enrolments 	<p>Severe</p> <p>Major</p> <p>Moderate</p> <p>Minor</p> <p>Insignificant</p>	<p>Almost certain</p> <p>Likely</p> <p>Possible</p> <p>Unlikely</p> <p>Rare</p>	<p>Medium</p>	<p>d. child abuse awareness and prevention</p> <p>10. Child safety declaration form must be completed after reading the code of conduct policy – all staff and contractors</p>	<ol style="list-style-type: none"> 1. Principal 2. Assistant Principals 3. Child Safe Coordinators 4. Excursion/camp team leader/s
<p>Risk Title There is a risk that a child safety incident occurs whilst on excursions and camps.</p>	<p>1. Appropriate school approvals for excursions/camps including risk assessment</p> <p>2. Team Leader(s) upon arrival at commercial camp sites conducts briefing with camp site authorities/staff to confirm site arrangements or any updates regarding local conditions</p> <p>3. Team Leader(s) following briefing with authorities/ brief teachers/support staff of any updates</p> <p>4. Staff and volunteers conduct area familiarity upon arrival at venue</p> <p>5. Staff to student ratios are observed</p> <p>6. Regular student head counts</p> <p>7. All staff members at the camp or excursion have been trained in <u>what to do when an allegation of child abuse is made</u></p> <p>8. Recording your actions: responding to suspected child abuse template is readily available to all staff</p> <p>9. Child safety risk management strategies are adopted as appropriate</p> <p>10. Volunteer screening / suitability checks are undertaken in line with the school's Volunteer Policy, including for homestay providers.</p> <p>11. Code of Conduct applies in all school contexts.</p> <p>12. Clear child safety reporting procedures</p>	<p>Severe</p> <p>Major</p> <p>Moderate</p> <p>Minor</p> <p>Insignificant</p>	<p>Almost certain</p> <p>Likely</p> <p>Possible</p> <p>Unlikely</p> <p>Rare</p>	<p>Medium</p>	<ol style="list-style-type: none"> 1. Team Leader(s) to conduct an end day (each day) debrief to identify any issues arising and to lead the development of treatment solutions. 2. Specific child safety briefing for excursion/camp staff and volunteers 3. Avoid staff members/volunteers being alone with students 4. Child safety considered when determining sleeping arrangements. 5. Assessment of now or changed environments for child safety risk. Address this through the risk assessments for school council camp approvals. 6. Ensure Code and strategies apply in all school contexts. 	<ol style="list-style-type: none"> 1. Principal 2. Assistant Principals 3. Child Safe Coordinators 4. Excursion/camp team leader/s 	
<p>Risk Title Child safety incident at work experience</p> <p>Risk short description There is a risk that a child safety incident occurs while a student is at work experience</p>	<p>Causes</p> <ul style="list-style-type: none"> Lack of awareness of local conditions (unknown people and environments) Lack of supervision Lack of awareness of child safety risks by the employer Failure to consider child safety risks Lack of appropriate risk management practices in place for the workplace <p>Consequences</p> <ul style="list-style-type: none"> Child safety incident occurs Underreporting of child safety incidents to relevant authorities Inappropriate behaviour not reported within school Physical or psychological injury Stress for all personnel involved, which could lead to occupational health and safety issues Criminal penalties: 	<p>Severe</p> <p>Major</p> <p>Moderate</p> <p>Minor</p> <p>Insignificant</p>	<p>Almost certain</p> <p>Likely</p> <p>Possible</p> <p>Unlikely</p> <p>Rare</p>	<p>Medium</p>	<ol style="list-style-type: none"> 1. Information provided to employer about the Child Safe Standards and acceptable and unacceptable behaviours in dealing with students, including the Fact Sheet for Employers: Child Safe Standards and Workplace Learning 2. Employer provided with a copy of the school's Child Safety Policy and Code of Conduct 3. Work Experience Coordinator is available as a contact person for the student for the period of the arrangement 4. Work Experience Coordinator visits or contacts new employers prior to work experience to ensure that an appropriate program is organised for the student 5. School keeps database of information about work experience placements, including any issues regarding employers. 	<ol style="list-style-type: none"> 1. Principal 2. Work Experience Coordinator 	

<p>Risk Title Recruitment of an inappropriate person</p> <p>Risk short description There is a risk that a child safety incident occurs when a person has been employed that is inappropriate</p>	<ul style="list-style-type: none"> o Failure to Report and/or Failure to Protect offence, o Penalties under the Reportable Conduct Scheme • Non-compliance with minimum standards/Min Order 870 • Breach of duty of care/organisational duty of care • Litigation / adverse court ruling • Reputation damage (School/Department) • Community dissatisfaction and distrust over perceived child safety neglect, which could lead to drop in school enrolments 	<p>and while on work experience;</p> <p>b. healthy and respectful relationships (including sexuality);</p> <p>c. resilience; and</p> <p>d. child abuse awareness and prevention</p>				
<p>Risk Title Regular use of Casual Relief Teachers</p> <p>Risk short description There is a risk that a child safety incident occurs when Casual Relief Teachers are employed</p>	<p>Causes</p> <ul style="list-style-type: none"> • Circumvention of proper pre-employment procedures, including no background/suitability checks • A non-compliant recruitment process • Non-compliance with relevant policies and procedures including conflict of interest policy • Unethical behaviour • Lack of child safety culture <p>Consequences</p> <ul style="list-style-type: none"> • Child safety incident occurs • Underreporting of child safety incidents to relevant authorities • inappropriate behaviour not reported within school • Physical or psychological injury • Stress for all personnel involved, which could lead to occupational health and safety issues • Criminal penalties: <ul style="list-style-type: none"> o Failure to Report and/or Failure to Protect offence, o Penalties under the Reportable Conduct Scheme • Non-compliance with minimum standards/Min Order 870 • Breach of duty of care/organisational duty of care • Litigation / adverse court ruling • Reputation damage (School/Department) • Community dissatisfaction and distrust over perceived child safety neglect, which could lead to drop in school enrolments 	<p>1. The DET Recruitment in Schools guide is followed, including appropriate screening and referee checks for preferred candidate.</p> <p>2. Child safety Code of Conduct</p> <p>3. Child Safety Policy</p> <p>4. Suitability Checks for School Volunteers and Visitors</p> <p>5. Visitors policy is followed</p> <p>6. Performance and development and review processes with regular feedback to provide opportunities to discuss any concerns</p> <p>7. human resources practices for child safe organisations are implemented</p> <p>8. Staff management practices as highlighted in the HRWeb Workforce Planning policy are in place</p> <p>9. Regular staff meetings and Principal 1:1 meetings with staff</p> <p>10. Manager Assist telephone advisory service</p> <p>11. If required refer to HRWeb Complaints, unsatisfactory performance and misconduct</p> <p>12. School duty of care</p> <p>13. child safety risk management strategies are adopted as appropriate.</p> <p>14. Strategies developed to embed culture of child safety</p> <p>15. Clear child safety reporting procedures</p> <p>16. WWC or Victorian Institute of Teaching registration</p>	<p>Almost certain</p> <p>Likely</p> <p>Possible</p> <p>Unlikely</p> <p>Rare</p>	<p>High</p>	<p>1. Processes updated to require:</p> <p>2. Criminal history search</p> <p>3. Monthly VIT register check</p> <p>4. Pre-employment reference check includes asking about child safety</p> <p>5. Criminal history checks and confirming currency of Working With Children Check</p> <p>6. Department of Justice requests are acted upon immediately</p> <p>7. Daily CRT checks of WWC</p> <p>8. Reference to child safe- staff selection checklist prior to employment.</p>	<p>1. Principal</p> <p>2. Daily organiser</p> <p>3. HR officer</p> <p>4. Business Manager</p>
<p>Risk Title Regular use of Casual Relief Teachers</p> <p>Risk short description There is a risk that a child safety incident occurs when Casual Relief Teachers are employed</p>	<p>Causes</p> <ul style="list-style-type: none"> • Circumvention of proper pre-employment procedures, including no background/suitability checks • A non-compliant recruitment process • Non-compliance with relevant policies and procedures including conflict of interest policy • Unethical behaviour • Lack of child safety culture <p>Consequences</p> <ul style="list-style-type: none"> • Child safety incident occurs 	<p>1. HR check in on arrival</p> <p>2. Induction pack on their first visit to the school</p>	<p>Severe</p> <p>Major</p> <p>Moderate</p> <p>Minor</p> <p>Insignificant</p>	<p>Medium</p>	<p>1. WWC references from other employers</p> <p>2. VIT register</p>	<p>1. Principal</p> <p>2. HR manager</p> <p>3. Daily Organiser</p>

<p>Risk Title Community use of the Early Learning Centre. Unsupervised adults on the school site. Use of multipurpose room.</p>	<ul style="list-style-type: none"> Underreporting of child safety incidents to relevant authorities Inappropriate behaviour not reported within school Physical or psychological injury Stress for all personnel involved, which could lead to occupational health and safety issues Criminal penalties: <ul style="list-style-type: none"> Failure to Report and/or Failure to Protect offence, Penalties under the Reportable Conduct Scheme Non-compliance with minimum standards/Min Order 870 Breach of duty of care/organisational duty of care Litigation / adverse court ruling Reputation damage (School/Department) Community dissatisfaction and distrust over perceived child safety neglect, which could lead to drop in school enrolments 	<p>Causes</p> <ul style="list-style-type: none"> School fails to monitor who is on the premises Lack of student supervision Lack of appropriate risk management practices in place for recreational or other activities Inappropriate building design <p>Consequences</p> <ul style="list-style-type: none"> Child safety incident occurs Underreporting of child safety incidents to relevant authorities Inappropriate behaviour not reported within school Physical or psychological injury Stress for all personnel involved, which could lead to occupational health and safety issues Criminal penalties: <ul style="list-style-type: none"> Failure to Report and/or Failure to Protect offence, Penalties under the Reportable Conduct Scheme Non-compliance with minimum standards/Min Order 870 Breach of duty of care/organisational duty of care Litigation / adverse court ruling Reputation damage (School/Department) Community dissatisfaction and distrust over perceived child safety neglect, which could lead to drop in school enrolments 	<ol style="list-style-type: none"> Gate locked at 9:30 am so access to college is reduced. Visitors and volunteer's policy require visitors to wear lanyards, sign into main office and provide a working with Children's check. Student protective signage on school site. Induction with students and out of bounds areas. Yard Duty policy includes two staff member who supervise the area during breaks. 	<p>Severe Major Moderate Minor Insignificant</p>	<p>Almost certain Likely Possible Unlikely Rare</p>	<p>High</p>	<ol style="list-style-type: none"> Review the yard duty policy to reflect the changes in school environment. Site Operating Agreement between School, Colman Foundation and Council. Outline compliance the child safe requirements for staff hiring. 	<ol style="list-style-type: none"> Principal Our Place Staff
<p>Risk Title Our Place staff on college site</p> <p>Risk short description</p> <p>There is a risk that a child safety incident occurs when unsupervised adults utilise the Early Learning Centre</p>	<ul style="list-style-type: none"> Non-compliance with relevant policies and procedures including conflict of interest policy Unethical behaviour Lack of child safety culture 	<ol style="list-style-type: none"> Site Operating Agreement between the Colman Foundation. Our Place staff not one-on-one with students. Child safety Code of Conduct Child Safety Policy 	<p>Severe Major Moderate Minor</p>	<p>Almost certain Likely Possible Unlikely</p>	<p>Medium</p>	<ol style="list-style-type: none"> 1. Add WWCC details to school records. 	<ol style="list-style-type: none"> Principal HR Manager 	

<p>There is a risk that a child safety incident occurs when Our Place staff are on college site</p>	<p>Consequences</p> <ul style="list-style-type: none"> Child safety incident occurs Underreporting of child safety incidents to relevant authorities Inappropriate behaviour not reported within school Physical or psychological injury Stress for all personnel involved, which could lead to occupational health and safety issues Criminal penalties: <ul style="list-style-type: none"> Failure to Report and/or Failure to Protect offence, Penalties under the Reportable Conduct Scheme Non-compliance with minimum standards/Min Order 870 Breach of duty of care/organisational duty of care Litigation / adverse court ruling Reputation damage (Centre/School/Department) <p>Community dissatisfaction and distrust over perceived child safety neglect, which could lead to drop in school enrolments</p>	<p>5. Suitability Checks for School Volunteers and Visitors</p> <p>6. Visitors policy is followed</p> <p>7. human resources practices for child safe organisations are implemented</p> <p>8. Staff management practices as highlighted in the HRWeb Workforce Planning policy are in place</p> <p>9. Regular staff meetings and Principal 1.1.1 meetings with staff</p> <p>10. Manager Assist telephone advisory service</p> <p>11. If required refer to HRWeb Complaints, Unsatisfactory Performance and Misconduct</p> <p>12. School duty of care</p> <p>13. child safety risk management strategies are adopted as appropriate.</p> <p>14. Strategies developed to embed culture of child safety</p> <p>15. Clear child safety reporting procedures</p>	<p>Insignificant</p>	<p>Rare</p>		
<p>Risk Title</p> <p>Reportable event occurs at the Our Place site.</p> <p>Risk short description</p> <p>There is a risk that a child safety incident occurs at Our Place site</p>	<p>Causes</p> <ul style="list-style-type: none"> Lack of reporting protocols Staff not aware of reporting protocols Staff not aware of their reporting obligations Familiarity of relationships Poor child safety culture <p>Consequences</p> <ul style="list-style-type: none"> Child safety incident occurs Underreporting of child safety incidents to relevant authorities Inappropriate behaviour not reported within school Physical or psychological injury Stress for all personnel involved, which could lead to occupational health and safety issues Criminal penalties: <ul style="list-style-type: none"> Failure to Report and/or Failure to Protect offence, Penalties under the Reportable Conduct Scheme Non-compliance with minimum standards/Min Order 870 Breach of duty of care/organisational duty of care Litigation / adverse court ruling Reputation damage (Centre/School/Department) <p>Community dissatisfaction and distrust over perceived child safety neglect, which could lead to drop in school enrolments</p>	<p>1. Child safety policy and statement of commitment.</p> <p>2. Child safety code of conduct.</p> <p>3. Procedures for responding to and reporting suspected child abuse are developed and implemented</p> <p>4. Recording your actions: responding to suspected child abuse template is readily available to all staff</p> <p>5. Performance management procedures are in place.</p> <p>6. Reporting and responding child safe policy.</p> <p>7. Staff complete online mandatory requirement</p> <p>8. Regular meeting includes minutes and agenda</p>	<p>Severe</p> <p>Major</p> <p>Moderate</p> <p>Minor</p> <p>Insignificant</p>	<p>Almost certain</p> <p>Likely</p> <p>Possible</p> <p>Unlikely</p> <p>Rare</p>	<p>Medium</p>	<p>1. Our Place Management</p> <p>1. Annual briefing on the child safe standards implementation.</p> <p>2. Site Implementation Group / Site operations group discussion on child safe standards reporting requirement</p>

DET Risk Process



Risk can be described as anything; event, practice, process, activity, etc. that could hinder or help achievement of stated goals or objectives.

DET Risk Management Framework - Assessment Tools

Consequence Criteria: This guide provides indicative terms against which the significance of risk is evaluated.

Descriptor	Student Outcomes	Wellbeing and Safety	Finance	Reputation	Operations	Strategic
Insignificant	<ul style="list-style-type: none"> Educational outcomes, engagement and wellbeing and pathways and transitions can be met with workarounds 	<ul style="list-style-type: none"> Minor injury requiring no first aid or peer support for stress / trauma event 	<ul style="list-style-type: none"> Small loss that can be absorbed 	<ul style="list-style-type: none"> Internal impact (no external impact) 	<ul style="list-style-type: none"> School operations continue with slight interruptions to normal activities 	<ul style="list-style-type: none"> Goals, targets and key improvement strategies can be delivered with inconsequential impacts
Minor	<ul style="list-style-type: none"> Educational outcomes, engagement and wellbeing and pathways and transitions achieved but below targets 	<ul style="list-style-type: none"> Injury / ill health requiring first aid Peer support for stress / trauma event 	<ul style="list-style-type: none"> Loss of 'consumable' assets, < 2% deviation from budget Minor fraud possible 	<ul style="list-style-type: none"> Adverse comments local community media Short term stakeholder dissatisfaction / comment 	<ul style="list-style-type: none"> Some school operations temporarily disrupted Minor workarounds return school to normal operations 	<ul style="list-style-type: none"> Minor workaround need to be implemented to deliver the SSP goals, targets and key improvement strategies
Moderate	<ul style="list-style-type: none"> Students' overall levels of Literacy and Numeracy static Increasing truancy Partial achievement of targeted pathways and transition 	<ul style="list-style-type: none"> Injury / ill health requiring medical attention Stress / trauma event requiring professional support 	<ul style="list-style-type: none"> Loss of assets 2% - 5% deviation from budget External audit management letter 	<ul style="list-style-type: none"> External scrutiny e.g. VAGO Adverse state media comment Stakeholder relationship impacted 	<ul style="list-style-type: none"> Key school operations temporarily disrupted School leadership team meets to return school to normal operations 	<ul style="list-style-type: none"> Constant consultation with key stakeholders needs to be maintained to deliver the SSP goals, targets and key improvement strategies
Major	<ul style="list-style-type: none"> National targeted improvements not achieved Partial achievement of targeted learning outcomes Student dissatisfaction with access to pathways / transitions 	<ul style="list-style-type: none"> Injury / ill health requiring hospital admission Stress / trauma event requiring ongoing clinical support 	<ul style="list-style-type: none"> Loss of significant assets 6% - 15% deviation from budget External audit qualification on accounts High end fraud committed 	<ul style="list-style-type: none"> External investigation Adverse comments national media Stakeholder relationship tenuous 	<ul style="list-style-type: none"> Whole of school operations disrupted Assistance sought from Regional Office 	<ul style="list-style-type: none"> Significant adjustment to resource allocation and service delivery required to deliver SSP goals, targets and key improvement strategies
Severe	<ul style="list-style-type: none"> Literacy and Numeracy decline Student engagement and connectedness to the school and their peers is very poor Declining number of student options for pathways and transitions 	<ul style="list-style-type: none"> Fatality or permanent disability Stress / trauma event requiring extensive clinical support for multiple individuals 	<ul style="list-style-type: none"> Loss of key assets >15% deviation from budget Systemic and high value fraud 	<ul style="list-style-type: none"> Commission of inquiry National front page headlines Stakeholder relationship irretrievably damaged 	<ul style="list-style-type: none"> Normal school operations cease School evacuated Regional Office notified 	<ul style="list-style-type: none"> SSP goals, targets and key improvement strategies cannot be delivered Changes need to be made to the SSP

Likelihood Criteria: This guide provides the indicative terms against which the probability of a risk event occurrence is evaluated.

Descriptor	Description	Indicative %	Indicative Frequency	Note:
Almost Certain	Expected to occur	>95%	Multiple times in the next year	1. <i>The Likelihood Criteria refers to the likelihood of the consequence descriptor you have selected i.e. the likelihood of a 'major' consequence.</i> 2. <i>The Indicative Frequency may not be relevant when assessing risks related to repeated activities, or when objectives are to be delivered over discrete periods of time. It should not be the sole basis for assessment.</i>
Likely	Probably will occur (no surprise)	66-95%	At least once in the next year	
Possible	May occur at some stage	26-65%	Once in the next 3 years	
Unlikely	Would be surprising if it occurred	5-25%	Once in the next 5 years	
Rare	May never occur	<5%	Once in the next 10 years	

DET's Control Effectiveness: Indicates the self-assessment of control effectiveness.

Controls Effectiveness Rating and Criteria	
Ineffective	<ul style="list-style-type: none"> The design of controls overall, is ineffective in addressing key causes and/or consequences. Documentation and/or communication of the controls does not exist (e.g. policies, procedures, etc.). The controls are not in operation or have not yet been implemented.
Needs Improvement	<ul style="list-style-type: none"> The design of controls only partially addresses key causes and/or consequences. Documentation and/or communication of the controls (e.g. policies, procedures, etc.) are incomplete, unclear or inconsistent. The controls are not operating consistently and/or effectively and have not been implemented in full.
Acceptable	<ul style="list-style-type: none"> The design of controls is largely adequate and effective in addressing key causes and/or consequences. The controls (e.g. policies, procedures, etc.) have been formally documented but not proactively communicated to relevant stakeholders. The controls are largely operating in a satisfactory manner and are providing some level of assurance.
Effective	<ul style="list-style-type: none"> The design of controls is adequate and effective in addressing the key causes and/or consequences. The controls (e.g. policies, procedures, etc.) have been formally documented and proactively communicated to relevant stakeholders. The controls overall, are operating effectively so as to manage the risk.

DET's Risk Rating Matrix: Used to combine consequence with likelihood to determine the overall level of risk.

Risk Rating Matrix		Consequence				
		Insignificant	Minor	Moderate	Major	Severe
Likelihood	Almost Certain	Medium	High	Extreme	Extreme	Extreme
	Likely	Medium	Medium	High	Extreme	Extreme
	Possible	Low	Medium	Medium	High	Extreme
	Unlikely	Low	Low	Medium	Medium	High
	Rare	Low	Low	Low	Medium	Medium

DET's Acceptability Chart: Used to decide whether the risk is acceptable, based on the rating calculated.

Extreme = Unacceptable (must have Principal / School Council / Regional Office oversight)	Immediately consider whether the activity associated with this risk should cease. Any decision to continue exposure to this level of risk should be made at Principal / School Council / Regional Office level, be subject to the development of detailed treatments, on-going oversight and high level review.
High = Tolerable (with ongoing Principal Class Officer review)	Risk should be reduced by developing treatments. It should be subject to on-going review to ensure controls remain effective, and the benefits balance against the risk. Escalation of this level of risk to Principal Class Officer level should occur.
Medium = Tolerable (with frequent risk owner review)	Exposure to the risk may continue, provided it has been appropriately assessed and has been managed to as low as reasonably practicable. It should be subject to frequent review to ensure the risk analysis remains valid and the controls effective. Treatments to reduce the risk can be considered.

Low = Acceptable
(with periodic review)

Exposure to this risk is acceptable, but is subject to periodic review to ensure it does not increase and current control effectiveness does not vary.

Review cycle and resources:

This Risk Assessment was last updated on 18th August 2021 and is scheduled for review in July 2022.

Date of approval by School Council: 18th August 2021

Date Reviewed	22 nd July 2020, 18 th August 2021
Date Implemented	23 rd July 2019
Author	Gail Hardman / Kristie Luckman
Approved By	College Council
Approval Authority (Signature & Date)	<i>Gail Hardman 18/8/21</i>