



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 | Extreme | <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 | 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 | High | <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 | 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 | High | <ul style="list-style-type: none"> Refresher training for staff – see eLearning mandatory reporting module | Principal, School Council Chair | Low |
| Recruitment of an inappropriate person | WWCC or Victorian Institute of Teaching registration | Unlikely | Major | Medium | Processes updated to require: <ul style="list-style-type: none"> 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 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 | Principal, School Council Chair | Low |



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|---|---|------------|-------------|---------------------|---|---------------------------------|--------------------|
| 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"> 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 (eg maintenance) | <p>Child safe environments</p> <p>Information and awareness for visitors, staff, volunteers and contractors</p> <p>Adequate monitoring</p> | Unlikely | Moderate | Medium | <ul style="list-style-type: none"> Implementation of Sams4Schools Refresher training for frequent contractors | Principal, School Council Chair | Low |