



McKinnon Primary School

Reducing and Removing risks of child abuse

Strategies to identify and reduce or remove risks of child abuse

McKinnon Primary School will mitigate, remove or reduce the risks of child abuse. The school will take into account the characteristics and needs of all children expected to be present in that environment.

The school has developed a plan (that will necessarily alter over time based on potential changes in the school), including a record of those risks and the action(s) the school will take to reduce or remove the risks (risk controls). The plan indicates the arrangements for monitoring (part of the role of the Principal and as detailed in Standard One where the Child Safe Leader's roles and responsibilities have been documented).

The plan includes reference to the training and education of staff about their individual and collective obligations and responsibilities for managing the risk of child abuse. The plan references the Code Of Conduct, the 4 critical actions to be taken in response to an allegation of child abuse, and the Child Safe training and training about abuse risks in the school, that must be undertaken as scheduled (beginning of the year, induction as examples) and as the need arises (eg after an incident). The training, depending on the risk, would involve the School Council and/or school staff.

Risk Assessment

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. The risk assessment is based on the matrix below the table.

Each school will be different and must undertake their school specific assessment.

Risk Event or Environment	Existing Management strategies or internal controls	Likelihood	Consequence	Current risk assessment	New risk management controls or internal controls	Who is responsible?	Residual risk
<ul style="list-style-type: none"> No organisational culture of child safety – lack of leadership, public commitment and frequent messaging 	<ul style="list-style-type: none"> Child safety code of conduct Strategies developed to embed culture of child safety 	Possible	Severe	Very High	<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 Training for all staff, visitors and induction of contractors 	<ul style="list-style-type: none"> Principal or nominee (Child Safe Leader) 	Low



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					<ul style="list-style-type: none"> • Refresher training for Principal or nominee (Child Safe Leader) 		
<ul style="list-style-type: none"> • Inappropriate behaviour is not reported and addressed 	<ul style="list-style-type: none"> • 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 • School Council to be trained in the Child Safe Policy/Code of Conduct and Response to an allegation • Refresher training for staff – see eLearning mandatory reporting module 	<ul style="list-style-type: none"> • Principal or nominee (Child Safe Leader) 	Low
<ul style="list-style-type: none"> • Unquestioning trust of long term employees and contractors or norms 	<ul style="list-style-type: none"> • Strategies developed to embed culture of child safety • Clear child safety reporting procedures 	Possible	Major	High	<ul style="list-style-type: none"> • Annual and Refresher training for staff – see eLearning mandatory reporting module 	<ul style="list-style-type: none"> • Principal or nominee (Child Safe Leader) 	Low
<ul style="list-style-type: none"> • Recruitment of an inappropriate person 	<ul style="list-style-type: none"> • WWCC or Victorian Institute of 	Unlikely	Major	Medium	Processes updated to require: <ul style="list-style-type: none"> • Criminal history search 	<ul style="list-style-type: none"> • Principal, School Council Chair 	Low

Standard 6

Date Reviewed: 11 August 2016



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	Teaching registration				<ul style="list-style-type: none"> Pre-employment reference check includes asking about child safety Criminal history checks and confirming currency of Working With Children Check 		
<ul style="list-style-type: none"> Engagement with children online 	<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> Principal or nominee (Child Safe Leader) 	Low
<ul style="list-style-type: none"> Unknown people and environments at excursions and camps 	<ul style="list-style-type: none"> Child safety code of conduct Strategies developed to embed culture of child safety Clear child safety reporting procedures 	Unlikely	Moderate	Medium	<ul style="list-style-type: none"> Assessment of new or changed environments for child safety risks. Address this through the risk assessments for School Council camp approvals. Ensure Code and strategies apply in all school contexts 	<ul style="list-style-type: none"> Principal or nominee (Child Safe Leader) 	Low
<ul style="list-style-type: none"> Ad-hoc contractors on the premises (eg maintenance) 	<ul style="list-style-type: none"> Child safe environments Information and awareness for 	Unlikely	Moderate	Medium	<ul style="list-style-type: none"> Refresher training for frequent contractors 	<ul style="list-style-type: none"> Principal, or nominee (Child Safe Leader) 	Low

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	<ul style="list-style-type: none"> visitors, staff, volunteers and contractors Adequate monitoring 				<ul style="list-style-type: none"> Induction for new contractors 		
<ul style="list-style-type: none"> Children alone with one other person unsupervised 	<ul style="list-style-type: none"> Child safety code of conduct 	Possible	Moderate	Medium	<ul style="list-style-type: none"> Embed applied understanding of Child Safe Code of Conduct with staff, students, visitors Reinforce Standard 7 actions to empower children in the school Clear windows in walls to enable visibility of occupants Windows not to be covered with student work or vision-impairing posters Non-lockable doors in hot spots 	<ul style="list-style-type: none"> Principal, or nominee (Child Safe Leader) 	Low
<ul style="list-style-type: none"> False allegations 	<ul style="list-style-type: none"> Child safety code of conduct Clear child safety reporting procedures 	Possible	Moderate	Medium	<ul style="list-style-type: none"> Embed applied understanding of Child Safe Code of Conduct with staff, students, visitors Revisit with staff and relevant people involved in the false allegation, the 	<ul style="list-style-type: none"> Principal, or nominee (Child Safe Leader) 	Low

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					process and importance of addressing allegations of abuse and apply the 4 critical action process		

RISK RATING		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