

TEMPLESTOWE PARK PRIMARY SCHOOL

Responsibility

Respect

Integrity

Pride

Optimism



CHILD SAFE STANDARD 6

**Strategies to Identify and Reduce or Remove Risks of
Child Abuse**

Child Safe Standard 6: Strategies to Identify and Reduce or Remove Risks of Child Abuse

Templestowe Park Primary School has adopted an active risk management approach to the duty of care in protecting our children from any possible safety risk. We have a commitment to continuous improvement and a legal responsibility to ensure the safety of all children. Ensuring our children are safe is the shared responsibility of all staff members in reducing and removing any potential risks.

Templestowe Park Primary School employs the following policies and procedures as part of its Risk Management Strategy:

- Ongoing Risk Management Assessment by Leadership with all areas of risk rated as “low risk”
- Induction for all staff, volunteers, visitors and contractors
- Classroom Helper Training
- Sign in and out procedures and random checks to ensure compliance
- Mandatory Reporting Training
- Education programs to assist students and staff to detect inappropriate behaviour
- Assessment of new or changed physical environments for child safety risks by Leadership
- Risk Management Assessments for Camps & Excursions (including swimming) – SAL (Student Activity Locator) completed & risk assessment saved to school computer network
- Criminal history checks and confirming currency of WWCC/VIT registration
- Performance Management procedures
- Child Safe as a standing agenda item at weekly Staff Briefing
- Child Safety Policy
- Child Safe Code of Conduct
- Child Safety Reporting procedures
- Visitors to School Policy
- Mandatory Reporting Policy
- Yard Duty Supervision and Duty of Care Policy
- Digital Technologies Policy
- Student Engagement and Wellbeing Policy
- Anti- Bullying
- Inclusion and Diversity Policy
- Camps & Excursions Policy
- OSHC Child Safe Policy and Policy Manual
- Procedures for Responding to Child Abuse
- Procedures for Recruitment

The following table demonstrates identification and risk management procedures and will be reviewed on an annual cycle.

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 President	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 and term 4 staff PD plan 	Principal, School Council President	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 Maintaining records of WWC and VIT registration. 	Principal, School Council President	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
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 President	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 President	Low
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	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 President	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
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"> • Refresher training for frequent contractors 	Principal, School Council President	Low
Students and their families (particularly International Students) involved in cultural / religion tensions and language barriers in understanding what is acceptable (eg some cultures might accept corporal punishment at home / school).	<p>Child safety code of conduct</p> <p>Strategies developed to embed culture of child safety</p> <p>Clear child safety reporting procedures</p>	Possible	Moderate	Medium	<ul style="list-style-type: none"> • Appointment of EAL teacher • Utilising Language teacher and cultural liaison nominee (ESS staff member) to reduce language barriers, • Utilising DET interpreting services 	Principal, EAL teacher, cultural liaison nominee	Low