



STANDARD 6



Strategies to identify and reduce or remove risks of child abuse

Footscray West Primary School (FWPS) 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.

We believe that:

- Creating a child safe organisation begins with a clear, evidence-informed understanding of the potential risks to children in the setting.
- Taking a preventative approach means identifying the potential risks in the school environment. These range from the impact of the physical environment and how it affects the continual supervision of staff and children to staff recruitment practices.
- School staff, students and parents are in the best position to know the vulnerabilities and risks within the school and its activities and how to plan to prevent them.

Purpose

To ensure Footscray West Primary School (FWPS):

- Complies with the legislative requirements of MO 870.
- Demonstrates its commitment to creating a child safe environment.
- Describes the minimum requirements for child safe risk management in the school.
- Develops strategies to identify and reduce or remove risks that are compliant with the Child Safe Standard 6.
- Promotes:
 - the cultural safety of Aboriginal children
 - the cultural safety of children from culturally and/or linguistically diverse backgrounds
 - the safety of children with a disability
- Discharges its duty of care towards children.

Definition

'The school environment' is defined as anywhere within the school grounds, classrooms, computer and/or science laboratories, storerooms, offices.

It extends to off-site locations such as venues for school camps, sporting venues, excursions.

Implementation

- The safety and wellbeing of all children is the school's highest priority.
- The school has **zero tolerance of child abuse**.
- Management of risk is everyone's responsibility.
- The risk management process will involve:
 - establishing the context (internal and external factors, objectives, appetite for risk)
 - identify the risk,
 - analysing and evaluating the risk
 - risk treatment (treat, share, retain, avoid)
- To reduce the likelihood of harm, the school will think about and define the risks. (What could go wrong within the school environment as a whole or for any specific activity?)
- Children will be involved in this process, as they may have a very different idea about what makes them feel unsafe. This will be done formally through the Student Attitude to School Survey and through consultation formally and informally through class discussions and one-on-one meetings e.g. with the Child Safe Officer.
- If applicable, Aboriginal children, children from culturally and/or linguistically diverse backgrounds and children with a disability will be strongly encouraged to provide input

- Over a period of time, the Leadership Team will work collaboratively with staff, children, School Council and the community to:
 - formally identify the potential risks within the school's physical environment e.g. doors that lock, volunteers working unsupervised with students, volunteers working in the school grounds during recess periods, other visitors to the school, school boundaries, school camps or excursions
 - consider the risks to children due age-related vulnerability, children who have experienced trauma, neglect or abuse, Aboriginal children, children from a culturally and/or linguistically diverse background and children with a disability
 - identify the risk associated with children working online including cyber bullying, online grooming, trolling, disclosure of personal details
 - consider the opportunities for accidental or accidental harm e.g. poor physical environment leading to injury, poor supervision, high-risk activity, pushing, shoving, jostling, slapping, pinching etc.
 - reflect on opportunities for psychological abuse – bullying, ignoring or isolating, lack of respect, social vilification or discrimination
 - document the risks
 - identify the level of risk i.e. low, medium or high
 - consider the consequences of the risk e.g. moderate, severe
 - develop strategies to minimise the risk e.g. require WWC Checks and/or criminal record checks for all volunteers, increase levels of supervision, change the environment, make it harder for abuse to occur
 - review the risk management strategy annually or if an incident occurs
 - set a time frame for completing the risk analysis and incorporating the learnings
 - identify a person to lead the ongoing monitoring and review

This standard is supported by the school's policies including: Child Safety, Bullying Prevention, Duty of Care, Inclusion and Diversity, Students with Disabilities, Volunteers, Visitors, Yard Duty, Digital Technologies and Cybersafety, and the Parent/Carers, Staff and Student Codes of Conduct.

Evaluation

This standard will be reviewed as part of the school's review cycle, if an incident occurs or if guidelines change.

This document was ratified by School Council in 2019

CHILD SAFE STANDARD 6: RISK ASSESSMENT

A key part of a risk management strategy is a risk assessment.. Risk assessment resources form part of the [School Policy & Advisory Guide: Risk Management Policy](#).

Footscray West Primary School – Child Safe 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 | <ul style="list-style-type: none"> Child safety code of conduct/policy Strategies developed to embed culture of child safety Statement of commitment to child safety is publicly available | Possible | Severe | Low | <ul style="list-style-type: none"> Strategies to embed organisational culture of child safety are reviewed Register reviewed by staff and school council | Principal, School leadership, School Council Chair | Low |
| Inappropriate behaviour is not reported and addressed | <ul style="list-style-type: none"> Child safety code of conduct /policy Clear child safety reporting procedures Performance management procedures School values Performance management procedures Student Wellbeing and Engagement Policy Annual Mandatory Reporting Training Staff briefing on Child Safe Standards | Unlikely | Severe | Low | <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 Update units of work to further incorporate child safety Respectful relationships PD for staff and incorporated into units of work | Principal, School leadership, 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 |
|---|---|------------|-------------|---------------------|--|--|--------------------|
| Unquestioning trust of long term employees and contractors or norms | <ul style="list-style-type: none"> • Strategies developed to embed culture of child safety • Staff performance process • Clear child safety reporting procedures | Possible | Major | Low | <ul style="list-style-type: none"> • Refresher training for staff – see eLearning mandatory reporting module | Principal, School Leadership, School Council Chair | Low |
| Recruitment of an inappropriate person | <ul style="list-style-type: none"> • WWCC or Victorian Institute of Teaching registration • Pre-employment reference check includes asking about child safety | Unlikely | Major | Low | Processes updated to require: <ul style="list-style-type: none"> • Criminal history search • | Principal, School Council Chair | Low |
| Engagement with children online | <ul style="list-style-type: none"> • Child safety code of conduct /policy • Strategies developed to embed culture of child safety • Staff Code of Conduct • Parent Code of Conduct • Student Code of Conduct • Cybersafety Policy • Parent information on internet usage • Appropriate settings on all student technologies | Possible | Moderate | Medium | <ul style="list-style-type: none"> • Train students and staff to detect inappropriate behaviour • Newsletter reminders for parents | Principal, School Council Chair | Low |

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|---|---|------------|-------------|---------------------|--|---------------------------------------|--------------------|
| Unknown people and environments at excursions and camps | <ul style="list-style-type: none"> • Child safety code of conduct/policy • Strategies developed to embed culture of child safety • Clear child safety reporting procedures • Annual Mandatory Reporting training • Camp risk assessments carried out • Camps/excursions logged onto department School Activity Log | 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 • Develop camps and excursions policy • Excursion risk assessments | Principal, School Council Chair | Low |
| Ad-hoc contractors on the premises (eg maintenance) | <ul style="list-style-type: none"> • Child safe environments Information and awareness for visitors, staff, volunteers and contractors • Contractors WWC checks monitored/recorded • Use of regular contractors known to the school whenever possible • Visitor register • WWC check register for volunteers • Volunteer Policy • Parent Code of Conduct | Unlikely | Moderate | Medium | <ul style="list-style-type: none"> • Refresher training for frequent contractors • Refresher training for office/admin staff to monitor visitors/contractors to the school | Principal, School Council Chair | Low |