

MORDIALLOC COLLEGE

RISK MANAGEMENT APPROACH - CHILD SAFETY

POLICY

Rationale:

Mordialloc College has adopted a risk management approach which will identify and consider our student's safety risk(s) based on a range of factors including the nature of our activities with children, physical and online environments and the characteristics of children to whom we provide services. This covers both 'business as usual' risks and risks posed by specific activities such as excursions and overnight trips. Where risks are identified, Mordialloc College will employ measures to reduce or remove them.

Aim:

Mordialloc College has an active approach to our duty of care in protecting children and have a risk management approach and a commitment to continuous improvement. Additionally, the implementation of our risk management approach is recognition of Mordialloc College's legal responsibilities to ensure the safety of children.

How Mordialloc College will implement the 'Risk Management' approach:

- Ensure clear and accessible processes for evaluating risks posed by situations and activities appropriate to the organisation, its size and resources, physical and online environments, and the characteristics of the children to whom it provides services
- Develop, record and communicate clear processes for removing risks to children
- Provide relevant staff and volunteers with training in identifying child abuse risks, for example blocked-off/out-of-sight spaces (especially rooms with doors that can be locked), overnight stays, and opportunities for physical contact, such as sports coaching and personal care
- Engage methods for continual improvement in how risks are managed by learning from past lessons, including policy review and staff training
- Ensure supervision requirements for staff and volunteers who work with children
- Institute processes for periodic review of risk management approaches and/or processes and following any incidents
- Recognise and adapt to the needs of particular children and communities, including Aboriginal and Torres Strait Islander (ATSI) children, culturally and/or linguistically diverse children and children with a disability or who identify as sexually or gender diverse. For example, acknowledgement that greater staff or volunteer to child ratios may be needed for some children with a disability
- Recognise and address risks to ATSI children which might exist because of their experiences, for example if a child does not feel safe identifying as ATSI, or if there is an inadequate response to self-identification
- Recognise and address risks to children with a culturally and/or linguistically diverse background, which might exist because of their experiences, for example increased communication with families may be necessary to build trust and understanding of organisational activities
- Recognise and address risks for children with a disability, for example communication barriers when telling an adult they feel unsafe
- Recognise and address risks to sexually and gender diverse children which might exist because of their experiences and wellbeing

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- Have the Director of Wellbeing, Principal and/or the Assistant Principals as central reporting and advisory contact for staff to raise concerns and get advice about what to do if they need to report suspected abuse
- Include statements about shared responsibility for management of risks in all position descriptions.
- Have a consistent risk management approach across all areas of the school
- Include discussion about apparent risks or 'near misses' and areas for improvement in wellbeing meetings

Successfully implementing this approach should result in Mordialloc College being a place where:

- Situational risks are considered and understood by all staff
- Steps are put in place to reduce risks where possible
- Risk management approaches are regularly reflected on and improved
- Specific risks to ATSI children are identified, assessed and mitigated
- Specific risks to children from a culturally and/or linguistically diverse background are identified, assessed and mitigated
- Specific risks to children with a disability are identified, assessed and mitigated
- Specific risks to children who identify as sexually or gender diverse are identified, assessed and mitigated

Evaluation:

This policy will be reviewed yearly and following significant incidents if they occur. Where possible we will do our best to work with local Aboriginal communities, culturally and/or linguistically diverse communities, people with a disability and those who identify as sexually or gender diverse.

This policy was last ratified by School Council in

August 2017