

School: Serpell Primary School

Responsible staff member: Wilma Culton

Approved by school principal: *Wilma Culton*

Date reviewed: 15<sup>th</sup> of September 2023

Next review due: 15<sup>th</sup> of September 2024

Location(s): Serpell PS 11-13 Tuckers Rd, Templestowe Vic 3106

Risk Title & Description	Risk Causes & Consequences	Existing risk management strategies (existing controls)	Current Risk Assessment			New risk management strategies (treatments)	Who is responsible?	Date of new risk management strategies (treatments)
			Current Risk Consequence <i>How big would the impact of this risk be if it occurred? (choose one)</i>	Current Risk Likelihood <i>How likely is this risk to occur? (choose one)</i>	Current Risk Rating <i>What is the current risk level based on the risk rating matrix (below, page 9)?</i>			
<p>Define the risk including a title and a short description <i>What can go wrong?</i></p>	<p>Describe the risk cause/s and consequence/s <i>What would cause it to go wrong? (causes)</i> <i>What are the impacts if it does go wrong? (consequences)</i></p>	<p>Describe any existing policy, procedure, practice, or device that acts to minimise the risk <i>What is in place now that reduces the likelihood of this risk occurring or its impact if it did occur?</i></p>				<p>Describe the actions to be undertaken for those risks requiring further treatments</p>	<p>List who is responsible for each new treatment (noting that the principal is ultimately responsible)</p>	<p>The date the treatment action should be completed by</p>
<p><b>Risk Title</b> Non-child safe school culture</p> <p><b>Risk short description</b> There is a risk the school does not develop a culture of child safety</p>	<p><b>Causes</b></p> <ul style="list-style-type: none"> <li>Lack of an effective child safety risk management strategy</li> <li>Failure to ensure that appropriate guidance and training is provided to school staff about child safety</li> <li>School fails to monitor who is on the premises</li> <li>Lack of reporting procedures</li> <li>Lack of understanding of roles and responsibilities in relation to child safety</li> <li>Lack of leadership on child safety</li> </ul> <p><b>Consequences</b></p> <ul style="list-style-type: none"> <li>Child safety incident occurs</li> <li>Underreporting of child safety incidents to relevant authorities</li> <li>Inappropriate behaviour not reported within school</li> <li>Physical or psychological injury</li> <li>Stress for all personnel involved, which could lead to occupational health and safety issues</li> <li>Non-compliance with minimum standards/Min Order 870</li> <li>Breach of duty of care/organisational duty of care</li> <li>Litigation / adverse court ruling</li> <li>Reputation damage (School/Department)</li> <li>Community dissatisfaction and distrust over perceived child safety neglect, which could lead to drop in school enrolments</li> </ul>	<ol style="list-style-type: none"> <li>Risk Management strategies identified in this plan are implemented.</li> <li>Child Safety Policy, including a statement of commitment (available on the School website)</li> <li>Child Safety Code of Conduct (available on the School website)</li> <li>Strategies implemented to embed an organisational culture of child safety, including regular reviews.</li> <li>Human Resources practices for child safe organisations are in place, including inclusion of child safety obligations in staff position descriptions.</li> <li>The Assistant Principal (Student Wellbeing) is appointed as Child Safety Officer.</li> <li>Staff, volunteers, visitors, and contractors receive induction regarding the school's child safety policies, procedures, and practices.</li> <li>Child Safe Standards visited at Leadership and Staff meetings.</li> <li>Develop and deliver training to the principal, and staff about: <ul style="list-style-type: none"> <li>individual and collective obligations and responsibilities for managing the risk of injury/child abuse</li> <li>child abuse risks in the school environment; and</li> <li>the school's current child safety standards</li> </ul> </li> </ol>	Major	Unlikely	Medium	<ol style="list-style-type: none"> <li>Develop strategies to deliver appropriate education to students, about: <ol style="list-style-type: none"> <li>standards of behaviour for students attending the school.</li> <li>healthy and respectful relationships (including sexuality).</li> <li>resilience; and</li> <li>child abuse awareness and prevention.</li> </ol> </li> <li>Develop and distribute regular school bulletins containing material related to child safety to inform the school community <ol style="list-style-type: none"> <li>Conduct periodic reviews of the effectiveness of the put into practice and, if considered appropriate, revise those strategies.</li> </ol> </li> <li>Develop a process to identify the new Child Safe Standards through the guidance and resources developed by DET to support transitioning to the new Standards.</li> </ol>	<ol style="list-style-type: none"> <li>Year level Leaders</li> <li>Principal / Assistant Principal</li> <li>Assistant Principal (Student Wellbeing)</li> </ol>	

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<p><b>Risk Title</b> Child abuse is not reported</p> <p><b>Risk short description</b> There is a risk that the school does not report child safety concerns</p>	<p><b>Causes</b></p> <ul style="list-style-type: none"> <li>▪ Lack of reporting protocols</li> <li>▪ Staff not aware of reporting protocols</li> <li>▪ Staff not aware of their reporting obligations</li> <li>▪ Familiarity of relationships</li> <li>▪ Poor child safety culture</li> </ul> <p><b>Consequences</b></p> <ul style="list-style-type: none"> <li>▪ Child safety incident occurs</li> <li>▪ Underreporting of child safety incidents to relevant authorities</li> <li>▪ Inappropriate behaviour not reported within school</li> <li>▪ Physical or psychological injury</li> <li>▪ Stress for all personnel involved, which could lead to occupational health and safety issues</li> <li>▪ Criminal penalties: <ul style="list-style-type: none"> <li>○ Failure to Report and/or Failure to Protect offence,</li> <li>○ Penalties under the Reportable Conduct Scheme</li> </ul> </li> <li>▪ Non-compliance with minimum standards/Min Order 870</li> <li>▪ Breach of duty of care/organisational duty of care</li> <li>▪ Litigation / adverse court ruling</li> <li>▪ Reputation damage (School/Department)</li> <li>▪ Community dissatisfaction and distrust over perceived child safety neglect, which could lead to drop in school enrolments</li> </ul>	<ol style="list-style-type: none"> <li>1. Child Safety Policy, including a statement of commitment (available on the School website)</li> <li>2. Child Safety Code of Conduct (available on the School website)</li> <li>3. Child Safety Responding and Reporting Obligations (including Mandatory Reporting) Policy (available on the School website)</li> <li>4. <a href="#">Recording your actions: responding to suspected child abuse template</a> is readily available to all staff with supported from the Principal Class when completing documentation.</li> <li>5. Performance management procedures are in place.</li> <li>6. Ensure all school mandatory reporters undertake the <a href="#">Protecting Children - Mandatory Reporting and other Obligations online module</a> annually. Reminders are communicated during quarterly OHS meetings and Leadership meetings.</li> <li>7. Inclusion of child safety obligations in staff position descriptions (Human Resources).</li> </ol>	Major	Unlikely	Medium	<ol style="list-style-type: none"> <li>1. Train students, staff, and volunteers to identify inappropriate behaviour and indicators of abuse and escalate concerns.</li> <li>2. Develop and deliver training to the principal, and staff about: <ol style="list-style-type: none"> <li>a. individual and collective obligations and responsibilities for managing the risk of child abuse;</li> <li>b. child abuse risks in the school environment; and</li> <li>c. the school's current child safety standards</li> </ol> </li> </ol>	<ol style="list-style-type: none"> <li>1. Principal class</li> <li>2. DET, Principal class</li> </ol>	

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<p><b>Risk Title</b> Child safety incident due to a child being unsupervised in the school environment</p> <p><b>Risk short description</b> There is the risk of a child safety incident when a child is unsupervised including during recreational or other activities</p>	<p><b>Causes</b></p> <ul style="list-style-type: none"> <li>▪ School fails to monitor who is on the premises</li> <li>▪ Lack of student supervision</li> <li>▪ Lack of appropriate risk management practices in place for recreational or other activities</li> <li>▪ Inappropriate building design</li> </ul> <p><b>Consequences</b></p> <ul style="list-style-type: none"> <li>▪ Child safety incident occurs</li> <li>▪ Underreporting of child safety incidents to relevant authorities</li> <li>▪ Inappropriate behaviour not reported within school</li> <li>▪ Physical or psychological injury</li> <li>▪ Stress for all personnel involved, which could lead to occupational health and safety issues</li> <li>▪ Criminal penalties: <ul style="list-style-type: none"> <li>○ Failure to Report and/or Failure to Protect offence,</li> <li>○ Penalties under the Reportable Conduct Scheme</li> </ul> </li> <li>▪ Non-compliance with minimum standards/Min Order 870</li> <li>▪ Breach of duty of care/organisational duty of care</li> <li>▪ Litigation / adverse court ruling</li> <li>▪ Reputation damage (School/Department)</li> <li>▪ Community dissatisfaction and distrust over perceived child safety neglect, which could lead to drop in school enrolments</li> </ul>	<ol style="list-style-type: none"> <li>1. Compliance with Recruitment practices including: <ul style="list-style-type: none"> <li>○ Position descriptions.</li> <li>○ Suitability of external applicants</li> </ul> </li> <li>2. Organised 'Yard duty' for teachers before, during and after school.</li> <li>3. Staff to student ratios are observed, including for camps and excursions.</li> <li>4. Visitor and contractor sign-in process, using the Xuno kiosk.</li> <li>5. CCTV for unsupervised areas and 'hot spot' areas.</li> <li>6. Clear windows in walls to enable visibility of occupants, non-lockable doors in hot spots.</li> <li>7. Restrict or block off access to isolated, internally lockable, hidden or dark rooms or environments at the school.</li> <li>8. Child safety is a discussion item in School Leadership Team meetings and staff meetings.</li> <li>9. Implemented policies and procedures to reduce situations where a child may be unsupervised including during recreational or other activities.</li> <li>10. Relevant policies available on the school website: <ul style="list-style-type: none"> <li>○ Camps and Excursion Policy</li> <li>○ Yard Duty and Supervision Policy</li> <li>○ Volunteers Policy</li> <li>○ Visitors Policy</li> <li>○ CCTV Policy</li> <li>○ Duty of Care Policy</li> </ul> </li> </ol>	Moderate	Unlikely	Medium	<ol style="list-style-type: none"> <li>1. Assessment of new or changed physical environments for child safety risks.</li> </ol>	<ol style="list-style-type: none"> <li>1. Assistant Principal (Facilities)</li> </ol>	

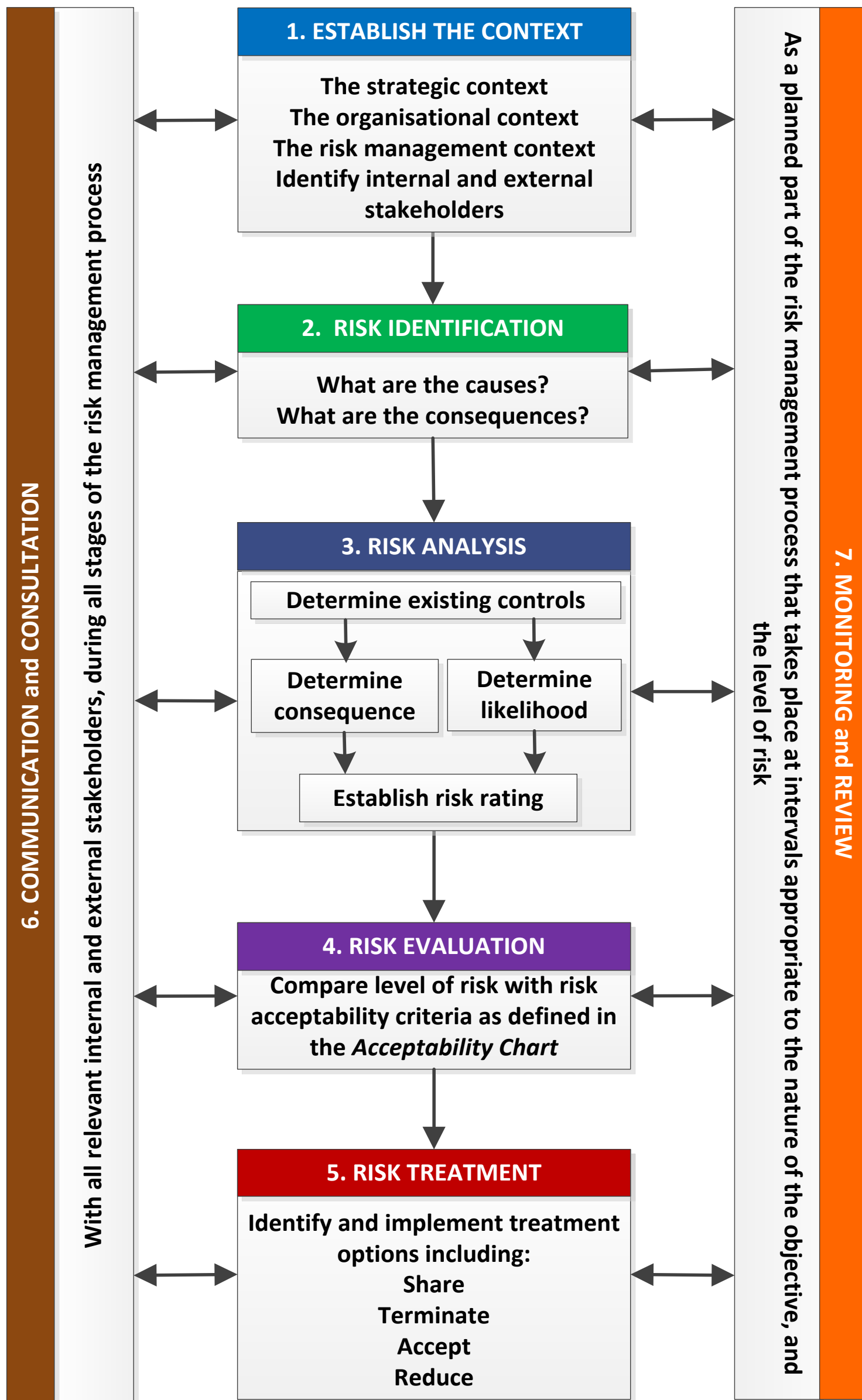
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<p><b>Risk Title</b> Unsafe online environment</p> <p><b>Risk short description</b> There is the risk of a child safety incident in an online environment</p>	<p><b>Causes</b></p> <ul style="list-style-type: none"> <li>▪ Online child safety issues (including grooming) via media services: <ul style="list-style-type: none"> <li>○ email</li> <li>○ Facebook, Instagram, Twitter and other social media</li> <li>○ YouTube</li> <li>○ mobile phone SMS messages and other mobile messaging media</li> <li>○ telephone, Skype and other media for making voice calls</li> <li>○ photography and videography</li> <li>○ any other electronic media.</li> </ul> </li> </ul> <p><b>Consequences</b></p> <ul style="list-style-type: none"> <li>▪ Child safety incident occurs</li> <li>▪ Underreporting of child safety incidents to relevant authorities</li> <li>▪ Inappropriate behaviour not reported within school</li> <li>▪ Physical or psychological injury</li> <li>▪ Stress for all personnel involved, which could lead to occupational health and safety issues</li> <li>▪ Criminal penalties: <ul style="list-style-type: none"> <li>○ Failure to Report and/or Failure to Protect offence,</li> <li>○ Penalties under the Reportable Conduct Scheme</li> </ul> </li> <li>• Non-compliance with minimum standards/Min Order 870</li> <li>▪ Breach of duty of care/organisational duty of care</li> <li>▪ Litigation / adverse court ruling</li> <li>▪ Reputation damage (School/Department)</li> <li>▪ Community dissatisfaction and distrust over perceived child safety neglect, which could lead to drop in school enrolments</li> </ul>	<ol style="list-style-type: none"> <li>1. Relevant policies available on the school website: <ul style="list-style-type: none"> <li>○ Digital Learning Policy</li> <li>○ Mobile Phones – Student Use Policy</li> <li>○ eSmart (Cyber Safety) Policy</li> <li>○ Bullying Prevention Policy</li> </ul> </li> <li>2. Child Safety Policy, including a statement of commitment (available on the School website)</li> <li>3. Child Safety Code of Conduct (available on the School website)</li> <li>4. Child Safety Responding and Reporting Obligations (including Mandatory Reporting) Policy (available on the School website)</li> <li>5. Use of an internet filter, including DET filters</li> <li>6. Appropriate supervision for all Digital Learning activities.</li> <li>7. Response protocols implemented. (STEM Team)</li> <li>8. Ongoing awareness of the school's online policies and procedures. (STEM Team)</li> <li>9. Ongoing review of control effectiveness and improvements instigated as required. (STEM Team)</li> <li>10. eSmart School Accreditation.</li> <li>11. Curriculum plans that explicitly teach safe, responsible, and ethical online behaviours.</li> <li>12. School managed devices for learning (no external devices used in classrooms).</li> </ol>	Major	Unlikely	Medium	<ol style="list-style-type: none"> <li>1. Train students and staff to identify inappropriate behaviour (including grooming) and indicators of abuse and escalate concerns.</li> <li>2. Develop newsletter for parents with information and links to protect their children in the online environment.</li> </ol>	<ol style="list-style-type: none"> <li>1. STEM Team</li> <li>2. STEM Team</li> </ol>	

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<p><b>Risk Title</b> Contractor(s) on the premises commit abuse</p> <p><b>Risk short description</b> There is the risk that contractors commit abuse</p>	<p><b>Causes</b></p> <ul style="list-style-type: none"> <li>▪ School fails to monitor who is on the premises</li> <li>▪ Lack of supervision</li> <li>▪ Contractors not aware of school arrangements</li> <li>▪ Lack of background checks on contractors</li> </ul> <p><b>Consequences</b></p> <ul style="list-style-type: none"> <li>▪ Child safety incident occurs</li> <li>▪ Underreporting of child safety incidents to relevant authorities</li> <li>▪ Inappropriate behaviour not reported within school</li> <li>▪ Physical or psychological injury</li> <li>▪ Stress for all personnel involved, which could lead to occupational health and safety issues</li> <li>▪ Criminal penalties:               <ul style="list-style-type: none"> <li>○ Failure to Report and/or Failure to Protect offence,</li> <li>○ Penalties under the Reportable Conduct Scheme</li> </ul> </li> <li>▪ Non-compliance with minimum standards/Min Order 870</li> <li>▪ Breach of duty of care/organisational duty of care</li> <li>▪ Litigation / adverse court ruling</li> <li>▪ Reputation damage (School/Department)</li> <li>▪ Community dissatisfaction and distrust over perceived child safety neglect, which could lead to drop in school enrolments</li> </ul>	<ol style="list-style-type: none"> <li>1. Visitor Policy (available of the school website)</li> <li>2. Screening checks, including Working with Children Clearances.</li> <li>3. Visitor and contractor sign-in process, using the Xuno kiosk.</li> <li>4. Signage at school office clearly directing visitors to reception.</li> <li>5. All contractors supervised whilst on school grounds if required.</li> <li>6. Contractor work scheduled for school holidays or after hours.</li> <li>7. Staff trained to question unaccompanied visitors on school premises.</li> </ol>	Major	Rare	Medium	<ol style="list-style-type: none"> <li>1. Raise topic in staff meetings.</li> <li>2. Awareness sessions for students.</li> </ol>	<ol style="list-style-type: none"> <li>1. Principal Class</li> <li>2. Classroom Teachers</li> </ol>	

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<p><b>Risk Title</b> School staff member or volunteer commits abuse</p> <p><b>Risk short description</b> There is a risk that a school staff member commits abuse</p>	<p><b>Causes</b></p> <ul style="list-style-type: none"> <li>▪ Circumvention of proper pre-employment procedures, including no background/suitability checks</li> <li>▪ A non-compliant recruitment process</li> <li>▪ Non-compliance with relevant policies and procedures including <a href="#">conflict of interest policy</a></li> <li>▪ Unethical behaviour</li> <li>▪ Lack of child safety culture</li> </ul> <p><b>Consequences</b></p> <ul style="list-style-type: none"> <li>▪ Child safety incident occurs</li> <li>▪ Underreporting of child safety incidents to relevant authorities</li> <li>▪ Inappropriate behaviour not reported within school</li> <li>▪ Physical or psychological injury</li> <li>▪ Stress for all personnel involved, which could lead to occupational health and safety issues</li> <li>▪ Criminal penalties: <ul style="list-style-type: none"> <li>○ Failure to Report and/or Failure to Protect offence,</li> <li>○ Penalties under the Reportable Conduct Scheme</li> </ul> </li> <li>▪ Non-compliance with minimum standards/Min Order 870</li> <li>▪ Breach of duty of care/organisational duty of care</li> <li>▪ Litigation / adverse court ruling</li> <li>▪ Reputation damage (School/Department)</li> <li>▪ Community dissatisfaction and distrust over perceived child safety neglect, which could lead to drop in school enrolments</li> </ul>	<ol style="list-style-type: none"> <li>1. Volunteer Policy (available on the school website)</li> <li>2. <a href="#">Working with Children and Suitability Checks Policy</a></li> <li>3. Compliance with Recruitment practices including:</li> <li>4. Position descriptions.</li> <li>5. Suitability of external applicants</li> <li>6. The DET Recruitment in Schools guide is followed, including appropriate screening and referee checks for preferred candidate.</li> <li>7. Child Safety Policy, including a statement of commitment (available on the School website).</li> <li>8. Child Safety Code of Conduct (available on the School website).</li> <li>9. Child Safety Responding and Reporting Obligations (including Mandatory Reporting) Policy (available on the School website).</li> <li>10. Performance and development and review processes with regular feedback to provide opportunities to discuss any concerns</li> <li>11. Regular staff meetings and Principal 1:1 meeting with staff.</li> <li>12. Thorough induction process</li> <li>13. The Leadership team model child safe culture.</li> <li>14. Ongoing monitoring and review of staff and student work practices and behaviours for 'warning signals' and indicators of abuse.</li> <li>15. All school mandatory reporters undertake the <a href="#">Protecting Children - Mandatory Reporting and other Obligations online module</a> annually.</li> <li>16. Appropriate and inappropriate behaviours are discussed regularly at staff meetings so that staff are empowered to escalate concerns.</li> </ol>	Major	Unlikely	Medium	<ol style="list-style-type: none"> <li>1. Ensure that staff are regularly reminded of their child safety obligations and undergo refresher training.</li> <li>2. Child safety standard discussion item on School Leadership Team meetings and staff meetings.</li> </ol>	<p>Principal Class</p> <p>Principal Class</p>	

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			Current Risk Consequence <i>How big would the impact of this risk be if it occurred? (choose one)</i>	Current Risk Likelihood <i>How likely is this risk to occur? (choose one)</i>	Current Risk Rating <i>What is the current risk level based on the risk rating matrix (below, page 9)?</i>			
<p>Define the risk including a title and a short description <i>What can go wrong?</i></p>	<p>Describe the risk cause/s and consequence/s <i>What would cause it to go wrong? (causes)</i> <i>What are the impacts if it does go wrong? (consequences)</i></p>	<p>Describe any existing policy, procedure, practice, or device that acts to minimise the risk <i>What is in place now that reduces the likelihood of this risk occurring or its impact if it did occur?</i></p>				<p>Describe the actions to be undertaken for those risks requiring further treatments</p>	<p>List who is responsible for each new treatment (noting that the principal is ultimately responsible)</p>	<p>The date the treatment action should be completed by</p>
<p><b>Risk Title</b> Child safety incident at excursions and camps</p> <p><b>Risk short description</b> There is a risk that a child safety incident occurs whilst on excursions and camps.</p>	<p><b>Causes</b></p> <ul style="list-style-type: none"> <li>▪ Lack of awareness of local conditions (unknown people and environments)</li> <li>▪ School fails to monitor who is in vicinity of school camps / excursions</li> <li>▪ Lack of supervision</li> <li>▪ Inappropriate student behaviour</li> <li>▪ Failure to consider child safety risks</li> <li>▪ Lack of appropriate risk management practices in place for recreational or other activities</li> </ul> <p><b>Consequences</b></p> <ul style="list-style-type: none"> <li>▪ Child safety incident occurs</li> <li>▪ Underreporting of child safety incidents to relevant authorities</li> <li>▪ Inappropriate behaviour not reported within school</li> <li>▪ Physical or psychological injury</li> <li>▪ Stress for all personnel involved, which could lead to occupational health and safety issues</li> <li>▪ Criminal penalties:               <ul style="list-style-type: none"> <li>○ Failure to Report and/or Failure to Protect offence,</li> <li>○ Penalties under the Reportable Conduct Scheme</li> </ul> </li> <li>▪ Non-compliance with minimum standards/Min Order 870</li> <li>▪ Breach of duty of care/organisational duty of care</li> <li>▪ Litigation / adverse court ruling</li> <li>▪ Reputation damage (School/Department)</li> <li>▪ Community dissatisfaction and distrust over perceived child safety neglect, which could lead to drop in school enrolments</li> </ul>	<ul style="list-style-type: none"> <li>▪ Child Safety Policy, including a statement of commitment (available on the School website)</li> <li>▪ Child Safety Code of Conduct (available on the School website)</li> <li>▪ Child Safety Responding and Reporting Obligations (including Mandatory Reporting) Policy (available on the School website)</li> <li>▪ Appropriate school approvals for excursions/camps including risk assessment.</li> <li>▪ Team Leader(s) upon arrival at commercial camp sites conducts briefing with camp site authorities/staff to confirm site arrangements or any updates regarding local conditions.</li> <li>▪ Team Leader(s) following briefing with authorities brief teaching / support staff of any updates.</li> <li>▪ Staff and volunteers conduct area familiarity upon arrival at venue.</li> <li>▪ <a href="#">Staff to student ratios</a> are observed.</li> <li>▪ Regular student head counts.</li> <li>▪ Volunteer screening / suitability checks are undertaken in line with the school's Volunteer Policy, including for homestay providers.</li> <li>▪ Team Leader(s) to conduct an end day (each day) debrief to identify any issues arising and to lead the development of treatment solutions.</li> <li>▪ Specific child safety briefing for excursion/camp staff and volunteers</li> <li>▪ Avoid staff members/volunteers being alone with students</li> <li>▪ Child safety considered when determining sleeping arrangements.</li> </ul>	Major	Unlikely	Medium	<ol style="list-style-type: none"> <li>1. All staff members at the camp or excursion have been trained in <a href="#">what to do when an allegation of child abuse is made</a>.</li> <li>2. <a href="#">Recording your actions: responding to suspected child abuse template</a> is readily available to all staff.</li> </ol>	<ol style="list-style-type: none"> <li>1. Camp Leader</li> <li>2. Camp Leader</li> </ol>	

# DET Risk Process



Risk can be described as anything; event, practice, process, activity, etc. that could hinder or help achievement of stated goals or objectives.





**DET Risk Management Framework - Assessment Tools**

**Consequence Criteria:** This guide provides indicative terms against which the significance of risk is evaluated.

Descriptor	Student Outcomes	Wellbeing and Safety	Finance	Reputation	Operations	Strategic
Insignificant	<ul style="list-style-type: none"> <li>Educational outcomes, engagement and wellbeing and pathways and transitions can be met with workarounds</li> </ul>	<ul style="list-style-type: none"> <li>Minor injury requiring no first aid or peer support for stress / trauma event</li> </ul>	<ul style="list-style-type: none"> <li>Small loss that can be absorbed</li> </ul>	<ul style="list-style-type: none"> <li>Internal impact (no external impact)</li> </ul>	<ul style="list-style-type: none"> <li>School operations continue with slight interruptions to normal activities</li> </ul>	<ul style="list-style-type: none"> <li>Goals, targets and key improvement strategies can be delivered with inconsequential impacts</li> </ul>
Minor	<ul style="list-style-type: none"> <li>Educational outcomes, engagement and wellbeing and pathways and transitions achieved but below targets</li> </ul>	<ul style="list-style-type: none"> <li>Injury / ill health requiring first aid</li> <li>Peer support for stress / trauma event</li> </ul>	<ul style="list-style-type: none"> <li>Loss of 'consumable' assets,</li> <li>&lt; 2% deviation from budget</li> <li>Minor fraud possible</li> </ul>	<ul style="list-style-type: none"> <li>Adverse comments local community media</li> <li>Short term stakeholder dissatisfaction / comment</li> </ul>	<ul style="list-style-type: none"> <li>Some school operations disrupted</li> <li>Minor workarounds return school to normal operations</li> </ul>	<ul style="list-style-type: none"> <li>Minor workaround need to be implemented to deliver the SSP goals, targets and key improvement strategies</li> </ul>
Moderate	<ul style="list-style-type: none"> <li>Students' overall levels of Literacy and Numeracy static</li> <li>Increasing truancy</li> <li>Partial achievement of targeted pathways and transition</li> </ul>	<ul style="list-style-type: none"> <li>Injury / ill health requiring medical attention</li> <li>Stress / trauma event requiring professional support</li> </ul>	<ul style="list-style-type: none"> <li>Loss of assets</li> <li>2% - 5% deviation from budget</li> <li>External audit management letter</li> </ul>	<ul style="list-style-type: none"> <li>External scrutiny e.g. VAGO</li> <li>Adverse state media comment</li> <li>Stakeholder relationship impacted</li> </ul>	<ul style="list-style-type: none"> <li>Key school operations temporarily disrupted</li> <li>School leadership team meets to return school to normal operations</li> </ul>	<ul style="list-style-type: none"> <li>Constant consultation with key stakeholders needs to be maintained to deliver the SSP goals, targets and key improvement strategies</li> </ul>
Major	<ul style="list-style-type: none"> <li>National targeted improvements not achieved</li> <li>Partial achievement of targeted learning outcomes</li> <li>Student dissatisfaction with access to pathways / transitions</li> </ul>	<ul style="list-style-type: none"> <li>Injury / ill health requiring hospital admission</li> <li>Stress / trauma event requiring ongoing clinical support</li> </ul>	<ul style="list-style-type: none"> <li>Loss of significant assets</li> <li>6% - 15% deviation from budget</li> <li>External audit qualification on accounts</li> <li>High end fraud committed</li> </ul>	<ul style="list-style-type: none"> <li>External investigation</li> <li>Adverse comments national media</li> <li>Stakeholder relationship tenuous</li> </ul>	<ul style="list-style-type: none"> <li>Whole of school operations disrupted</li> <li>Assistance sought from Regional Office</li> </ul>	<ul style="list-style-type: none"> <li>Significant adjustment to resource allocation and service delivery required to deliver SSP goals, targets and key improvement strategies</li> </ul>
Severe	<ul style="list-style-type: none"> <li>Literacy and Numeracy decline</li> <li>Student engagement and connectedness to the school and their peers is very poor</li> <li>Declining number of student options for pathways and transitions</li> </ul>	<ul style="list-style-type: none"> <li>Fatality or permanent disability</li> <li>Stress / trauma event requiring extensive clinical support for multiple individuals</li> </ul>	<ul style="list-style-type: none"> <li>Loss of key assets</li> <li>&gt;15 % deviation from budget</li> <li>Systemic and high value fraud</li> </ul>	<ul style="list-style-type: none"> <li>Commission of inquiry</li> <li>National front page headlines</li> <li>Stakeholder relationship irretrievably damaged</li> </ul>	<ul style="list-style-type: none"> <li>Normal school operations cease</li> <li>School evacuated</li> <li>Regional Office notified</li> </ul>	<ul style="list-style-type: none"> <li>SSP goals, targets and key improvement strategies cannot be delivered</li> <li>Changes need to be made to the SSP</li> </ul>

**Likelihood Criteria:** This guide provides the indicative terms against which the probability of a risk event occurrence is evaluated.

Descriptor	Description	Indicative %	Indicative Frequency
Almost Certain	Expected to occur	>95%	Multiple times in the next year
Likely	Probably will occur (no surprise)	66-95%	At least once in the next year
Possible	May occur at some stage	26-65%	Once in the next 3 years
Unlikely	Would be surprising if it occurred	5-25%	Once in the next 5 years
Rare	May never occur	<5%	Once in the next 10 years

Note:  
 1. *The Likelihood Criteria refers to the likelihood of the consequence descriptor you have selected i.e. the likelihood of a 'major' consequence.*  
 2. *The Indicative Frequency may not be relevant when assessing risks related to repeated activities, or when objectives are to be delivered over discrete periods of time. It should not be the sole basis for assessment.*

**DET's Control Effectiveness:** Indicates the self-assessment of control effectiveness.

Controls Effectiveness Rating and Criteria	
<b>Ineffective</b>	<ul style="list-style-type: none"> <li>The design of controls overall, is ineffective in addressing key causes and/or consequences.</li> <li>Documentation and/or communication of the controls does not exist (e.g. policies, procedures, etc.).</li> <li>The controls are not in operation or have not yet been implemented.</li> </ul>
<b>Needs Improvement</b>	<ul style="list-style-type: none"> <li>The design of controls only partially addresses key causes and/or consequences.</li> <li>Documentation and/or communication of the controls (e.g. policies, procedures, etc.) are incomplete, unclear or inconsistent.</li> <li>The controls are not operating consistently and/or effectively and have not been implemented in full.</li> </ul>
<b>Acceptable</b>	<ul style="list-style-type: none"> <li>The design of controls is largely adequate and effective in addressing key causes and/or consequences.</li> <li>The controls (e.g. policies, procedures, etc.) have been formally documented but not proactively communicated to relevant stakeholders.</li> <li>The controls are largely operating in a satisfactory manner and are providing some level of assurance.</li> </ul>
<b>Effective</b>	<ul style="list-style-type: none"> <li>The design of controls is adequate and effective in addressing the key causes and/or consequences.</li> <li>The controls (e.g. policies, procedures, etc.) have been formally documented and proactively communicated to relevant stakeholders.</li> <li>The controls overall, are operating effectively so as to manage the risk.</li> </ul>

**DET's Risk Rating Matrix:** Used to combine consequence with likelihood to determine the overall level of risk.

Risk Rating Matrix		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

**DET's Acceptability Chart:** Used to decide whether the risk is acceptable, based on the rating calculated.

<b>Extreme = Unacceptable</b> (must have Principal / School Council / Regional Office oversight)	Immediately consider whether the activity associated with this risk should cease. Any decision to continue exposure to this level of risk should be made at Principal / School Council / Regional Office level, be subject to the development of detailed treatments, on-going oversight and high level review.
<b>High = Tolerable</b> (with ongoing Principal Class Officer review)	Risk should be reduced by developing treatments. It should be subject to on-going review to ensure controls remain effective, and the benefits balance against the risk. Escalation of this level of risk to Principal Class Officer level should occur.



<b>Medium = Tolerable</b> (with frequent risk owner review)	Exposure to the risk may continue, provided it has been appropriately assessed and has been managed to as low as reasonably practicable. It should be subject to frequent review to ensure the risk analysis remains valid and the controls effective. Treatments to reduce the risk can be considered.
<b>Low = Acceptable</b> (with periodic review)	Exposure to this risk is acceptable, but is subject to periodic review to ensure it does not increase and current control effectiveness does not vary.