At St Joseph’s Primary School our child safety risk management strategy is a formal and structured approach to managing risks associated with child safety. Our school Child Safe Policy and Code of Conduct clearly outlines our commitment to implementing the 7 standards for child safety as outlined in the Ministerial Order No. 870.

The Child Safe Team, consisting of the Principal, Deputy Principal and Leader of Student Wellbeing, identify, monitor and manage risks in conjunction with the School’s Child Safe Policy, Code of Conduct and Risk Management Process.

At St Joseph’s Primary School our process includes risk assessment (see matrix below), implementation of controls and a monitoring and review process to ensure the currency of the risk management approach.

### Risk Rating Matrix

<table>
<thead>
<tr>
<th>RISK RATING</th>
<th>Consequence</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Insignificant</td>
</tr>
<tr>
<td>Almost Certain</td>
<td>Medium</td>
</tr>
<tr>
<td>Likely</td>
<td>Medium</td>
</tr>
<tr>
<td>Possible</td>
<td>Low</td>
</tr>
<tr>
<td>Unlikely</td>
<td>Low</td>
</tr>
<tr>
<td>Rare</td>
<td>Low</td>
</tr>
</tbody>
</table>
Child Safety Risks and Risk Management Strategies

The list below comprises a inventory of potential child safety risk and risk management strategies.

Risks

- Lack of an organisational culture of child safety
- Familiarity breeding a culture of not reporting issues
- Natural trust of long term employees
- Children alone with one other person unsupervised
- Recruitment of an inappropriate person
- Inappropriate behaviour not reported
- Harassment via email, SMS or other media
- Unsupervised recreational or other activities
- Ad-hoc contractors on the premises (e.g. maintenance)
- Vulnerability of staff and students due to unknown personal issues
- Unknown people and environments at excursions and camps
- False allegations

Risk Management Strategies

- Implement an effective child safety risk management strategy
- Child safety code of conduct
- Child safety reporting procedures
- Induction for all visitors, staff, volunteers and contractors
- Train students and staff to detect inappropriate behaviour
- Counselling and other resources
- CCTV for unsupervised areas, and ‘hot spot’ areas
- Clear windows to enable visibility of occupants
- Non-lockable doors in hot spots
- Assessment of new or changed physical environments for child safety risks
- Supervision or monitoring of activities
- Online searches (Google, Facebook etc.) to be monitored
- Performance management procedures
- Pre-employment reference checks that include checking for child safety
- Criminal history checks and confirming the currency of

At St Joseph’s Primary School we believe that our in-depth Child Safe Policy’s and Code of Conduct enable for the monitoring of risk and risk management.