Black Hill Primary School
Identifying and Reducing or Remove Risks of Child Abuse Policy
Child Safe Standard 6

Help for non-English speakers:
If you need help to understand the information in this policy, please contact the school on
03 53324544

PURPOSE:

- Black Hill Primary School is required to implement, monitor and evaluate risk management strategies
  to ensure child safety in all school environments.

AIMS:

- To ensure clear and accessible measures for identifying, reducing or removing risks of child abuse posed by situations and activities appropriate to our school, considering the characteristics of the children to whom we provide service.

IMPLEMENTATION:
Strategies to identify and reduce or remove risks of child abuse

- Embed an organisational culture of responsibility for child safety, through effective leadership arrangements

- Adhere to the communication and reinforcement of our Child Safe Code of Conduct and Duty of Care policies that establishes clear expectations for appropriate behaviour of staff and volunteers with children
- Implement human resource practices that reduce the risk of child abuse by new and existing staff and volunteers ensuring they have a copy of their current Working With Children Check or VIT card on file
- Develop processes to support staff and volunteers to respond to and report suspected child abuse
- To develop and implement strategies to promote the participation and empowerment of children in self-protective behaviours

The Black Hill Primary School governing body will:

- Identify, assess and document the school's child safety risks across the range of school environments (including excursions, camps, online forums).

- Identify any existing child safety risk mitigation measures or existing controls.

- Assess and rate the school's child safety risks given the existing controls in place, taking into account the likelihood of risk, and the likely consequence of the risk.

- If the risk rating is more than the 'acceptable level', identify further measures necessary to detect, prevent or mitigate risks to child safety and then re-assess the risk (once in place these measures will then become controls).

- Monitor and evaluate the effectiveness of the implementation of these risk controls together with policy reviews
- Ensure that appropriate guidance, support and training is provided to those who work with children in the school environment on at least an annual basis.

- The Child Safety risk management process will be documented, recorded and reviewed periodically.

- Effective Child Safety risk management strategies need to be consistent, transparent, well understood by staff and volunteers.

- The Child Safety risk management strategies shall be all encompassing and address risks of child abuse whilst promoting the cultural safety of aboriginal children; children from culturally and / or linguistically diverse backgrounds and those with a disability.

EVALUATION:
This policy is to be reviewed as part of the school's three-year review cycle.

Approval and review

Created date	August 2016
Consultation	Staff, Parents, School Council Policy Sub-Committee
Endorsed by	Black Hill Primary School Council
Endorsed on	September 2022
Next review date	September 2025