



Risk Assessment - Child Safety Mirboo North Secondary College

Risk Event	Existing Management strategies or internal controls	Likelihood	Consequence	Current risk assessment	New risk management controls or internal controls	Who is responsible?	Residual risk
No organisational culture of child safety- child abuse tolerated, hidden from public.	Child safety code of conduct, embedding culture of child safety	Unlikely	Severe	High	Staff induction and annual awareness training, inclusion of obligation in staff position descriptions, policy and procedure for managing child safety, performance management procedures, reporting procedures	Principal and School Council President	Low
Recruitment of an inappropriate person – inappropriate behaviour	WWCC or Victorian Institute of Teaching registration	Unlikely	Major	Medium	Criminal history search, online searches (Google, Facebook etc), pre-employment reference check includes asking about child safety.	Principal, Interview Panels	Low
Unquestioning trust of long term employees and contractors or norms	Strategies developed to embed culture of child safety child safety reporting procedures	Possible	Major	High	Refresher training for staff – see eLearning mandatory reporting module	Principal, School Council President	Low

Inappropriate behaviour is not reported and addressed	Child safety code of conduct Clear child safety reporting procedures Performance management procedures	Unlikely	Severe	High	Strategies to embed organisational culture of child safety are reviewed. Refresher training for staff – see eLearning mandatory reporting module	Principal, School Council President	Low
Engagement with children online	Child safety code of conduct	Possible	Major	High	Train students and staff to detect inappropriate behaviour and to behave appropriately online.	Principal, School Council President	Low
Unknown people and environments at excursions and camps	Child safety code of conduct Strategies developed to embed culture of child safety	Unlikely	Moderate	Medium	Assessment of new or changed environments for child safety risks Ensure Code and strategies apply in all school	Principal, School Council President	Low
Ad-hoc contractors on the premises (eg maintenance)	Information and awareness for visitors, staff, volunteers and contractors Adequate monitoring	Unlikely	Moderate	Medium	Refresher training for frequent contractors. Induction documents will have Child Safe Policies in them.	Principal, School Council President	Low