

## Child Safe Standard 6

### Strategies to identify and reduce or remove risks of child abuse

#### Purpose

This policy addresses the Child Safe Code of Conduct, to ensure Manor Lakes P-12 College operates within the DET and MLC policies and guidelines and that child safety is the highest priority.

The purpose of this policy is to provide employees and volunteers with regular and appropriate opportunities to develop their knowledge of, openness to and ability to address child safety matters. This includes induction, ongoing training and professional learning to ensure that everyone understands their professional and legal obligations and responsibilities, and the procedures for reporting suspicion of child abuse and neglect.

#### Scope

This policy applies to; students, parents and caregivers, college staff including college employees, volunteers, contractors and college council members and is intended to complement other professional and occupational codes.

#### Policy and Implementation

At Manor Lakes P-12 College, management of risk is everyone's responsibility. To reduce the likelihood of harm, the school will think about and define the risks. Children will be involved in this process, as they may have a very different idea about what makes them feel unsafe. This will be done formally through the Student Attitude to School Survey and informally through class discussions and one-on-one meetings e.g. with the Student Welfare Officers. If applicable, Aboriginal children, children from culturally and/or linguistically diverse backgrounds and children with a disability will be strongly encouraged to provide input. Over a period of time, the Leadership Team will work collaboratively with staff, children, School Council and the community to formally identify the potential risks within the school's physical environment e.g. doors that lock, volunteers working unsupervised with students, volunteers working in the school grounds during recess periods, other visitors to the school, school boundaries, school camps or excursions. We will identify the risk associated with children working online including cyber bullying, online grooming, trolling, disclosure of personal details, consider the opportunities for accidental harm e.g. poor physical environment leading to injury, poor supervision, high-risk activity, pushing, shoving, jostling, slapping, pinching etc. We will reflect on opportunities for psychological abuse – bullying, ignoring or isolating, lack of respect, social vilification or discrimination, identify and

document the level of risk i.e. low, medium, high and consider the consequences of the risk i.e. moderate, severe.

All staff involved in child connected work undertake a rigorous induction program. This involves being made aware of policies and codes of conduct that relate to their role, including the Child Safety Policy.

All teaching staff are required to complete the online Mandatory Reporting Module, and completion of these modules are checked regularly. Professional Development on Student Wellbeing and Safety is embedded in our Professional Development programs annually.

The college will develop strategies to minimise the risk e.g. require WWC Checks and/or criminal record checks for all volunteers, increase levels of supervision, change the environment, make it harder for abuse to occur. We will review the risk management strategy annually or if an incident occurs, set a time frame for completing the risk analysis and incorporating the learnings

#### **Related Policies**

Child Safe Standards policy  
Child Safety Code of Conduct  
Risk Management documentation  
Camps, Excursions, Incursions policy  
Professional Learning agenda

#### **Review**

This policy was last updated on 8/2/2019 and is scheduled for review in 3 years.