Risk Managemetn and Mitigation Policy

Description

Al Iman College has adopted a risk management approach by identifying and considering child safety risk(s) based on a range of factors including the nature of activities undertaken with children, physical and online environments and the characteristics of children - including the cultural safety for Aboriginal children; children from culturally and/or linguistically diverse backgrounds and the safety of children with a disability.

It covers both 'business as usual' risks at the college and risks posed by specific activities such as excursions and overnight trips and camps. Where risks are identified, Al Iman College measures to reduce or remove them.

Please refer to the school's Excursion, Incursion, Anti-Bullying, ICT, Supervision, camps & Duty of Care policies.

Rationale

Al Iman College has an active approach to its duty of care in protecting children and tend to have a risk management approach and a commitment to continuous improvement. Additionally, implementation of a risk management approach is part of Al Iman College recognition of its legal responsibilities to ensure the safety of children.

We implement this standard by:

- Ensuring clear and accessible processes for evaluating risks posed by situations and activities appropriate to the college, its size and resources, physical and online environments, and the characteristics of its children.
- Developing, recording and communicating clear processes for removing risks to children (for example, rules on online communications – included in the Anti-bullying policy).
- Providing relevant staff and volunteers with training in identifying child abuse risks, for example blocked-off/out-of-sight spaces (especially rooms with doors that can be

locked), overnight stays, and opportunities for physical contact, such as sports coaching and personal care.

- Engaging methods for continual improvement in how risks are managed by learning from past lessons, including policy review and staff training.
- A risk management approach driven through endorsement and ownership by management, including responsibility for risk identification and response in position descriptions.
- Ensuring supervision requirements for staff and volunteers who work with children.
- Instituting processes for periodic review of risk management approaches and/or processes and following any incidents.
- Recognising and adapting to the needs of particular children and communities, including Aboriginal children, culturally and/or linguistically diverse children and children with a disability. For example, acknowledgement that greater staff or volunteer to child ratios may be needed for some children with a disability
- Recognising and addressing risks to Aboriginal children which might exist because of their experiences, for example if a child does not feel safe identifying as Aboriginal, or if there is an inadequate response to self-identification.
- Recognising and addressing risks to children with a culturally and/or linguistically diverse background, which might exist because of their experiences, for example increased communication with families may be necessary to build trust and understanding of organisational activities.
- Recognising and addressing risks for children with a disability, for example communication barriers when telling an adult they feel unsafe.
- Having a central reporting and advisory contact (Child Safety Officer) for staff to raise concerns and get advice about what to do if they need to report suspected abuse.
- Including statements about shared responsibility for management of risks in all position descriptions.
- Having a consistent risk management approach across the college.
- Including discussion about apparent risks or 'near misses' in staff/team meetings and areas for improvement.
- Rostering staff with appropriate experience and qualifications to manage high risk environments.

By successfully implementing this standard Al Iman College will be a college in which:
- Situational risks are considered and understood by all staff
- Steps are put in place to reduce risks where possible
- Risk management approaches are regularly reflected on and improved
- Specific risks to Aboriginal children are identified, assessed and mitigated

- Specific risks to children from a culturally and/or linguistically diverse background are identified, assessed and mitigated
- Specific risks to children with a disability are identified, assessed and mitigated
- The college will provide appropriate guidance and training to all staff through inclusion in all induction programs for staff, contractors, visitors and college councillors

Plan for monitoring the risk management strategies and reporting to the Board

1.1. The board will review the Child Safety related Policies yearly.

1.2. The principal will provide a briefing to the board on monitoring the risk management strategies on regular basis.

Evaluation:

This policy will be reviewed as part of the College's yearly review cycle or as needed to comply with Government policy changes.

Date Reviewed/Implemented	Week 10 – Term 1 – 2021
Endorsed by the college authority	Principal 29/3/21
Next Review Date	Week 10 – Term 1 – 2022 (or earlier if deemed necessary)