

Child Safety Risk Management Framework

Get Skilled Access (GSA) is committed to ensuring the safety and wellbeing of children and young people and recognises that it is the shared responsibility of all organisations to uphold child safety and prevent child exploitation and abuse. “Risk management strategies provide a structured approach to identify and assess aspects to an organisation that may heighten risk to children. These strategies are an important tool to help the organisation to reduce opportunities for harm and abuse to occur” (Australian Human Rights Commission, Child Safe Organisations eLearning, National Principle 8 – Identifying Hazards).

The principles of risk management that all GSA staff and volunteers need to consider according to the [National Principles of Child Safe Organisations](#) include:

- Identifying hazards
- Determining Scope
- Assessing and mitigating risks
- Recording, monitoring and reviewing

Risk Management Strategies

Risk Management strategies are:

- Developed from a clear, evidence base of intentional and unintentional risk to children and young people
- Focused on child safety
- Tailored to risks associate with specific activities
- Attuned to the vulnerability of particular children
- Informed by children’s rights, including the right to privacy
- Mindful of risks where children are alone or without supervision

Key Risks

The following table outlines some of the key risk factors in organisational settings according to the Commission for Children and Young People in their template for [Commission for Children and Young People Risk Assessment and Management](#).

Physical environment (situational risk)	Online Environment (situational risk)
Consider whether there are any aspects of the organisation’s physical environment that may make it easier for child abuse or harm to occur or to go undetected. • isolated areas • poorly supervised areas • facilities that might increase the risk of abuse (for example, pools where children must get changed) • shared spaces where children attend with adults that are not from the organisation?	Consider whether there are any aspects of the organisation’s online environment that may make it easier for child abuse or harm to occur or to go undetected. • What platforms, software or other services are used • How people in the organisation engage with children and young people online • Whether clear expectations for behaviour by adults and children online have been set up

	• Whether the organisation has shared information with children on how to stay safe online • Whether policies and procedures are in place to protect privacy • Whether clear processes are in place to report online abuse • Whether activities by adults and children online are supervised
Organisation's activities (situational risk) Some things to consider about the activities the organisation conducts: • What are the different types of activities? • Where are they held? • How often do activities occur and how long do they run for (for example, a few hours, overnight)? • Is there physical contact between children and adults? • Could activities result in an emotional dependence by children on adults? • What sort of supervision of adults and children is involved? • Is there travel to a venue or activity and how does this happen? • Does the activity take place at another organisation's facility (for example, a rented hall, public sports facility, camp site)?	The children involved in the organisation (vulnerability risks) What are the characteristics of the children in your organisation? Are there children who may be at increased risk of abuse or harm, including: • Children or young people from Aboriginal and Torres Strait Islander backgrounds • Children or young people with disability • Children or young people from culturally and language diverse backgrounds • Children or young people who identify as LGBTIQ or are questioning their sexuality or gender • Children or young people with a history of trauma, abuse or neglect • Children or young people unable to live at home including being homeless or living in foster, residential or kinship care • Children or young people with a history of drug or alcohol dependence • Children or young people with mental or physical health issues? Refer to Standard 5 in A guide for creating a Child Safe Organisation for more information. Are there other factors that may make some children involved in the organisation more vulnerable to abuse or harm?
Organisation's structures (institutional risk) Consider how your organisation is set up and operates. Some organisational structures can increase the risk¹ of abuse and harm such as: • having a strong hierarchical structure • encouraging deference to authority or unquestioning trust of leaders • having a close-knit community, where people have known each other for years or are family members	Organisation's culture (institutional risk) Consider whether attitudes and culture in your organisation increase or decrease the risk that child abuse and harm will be prevented, detected and/or stopped. Does the organisation have a culture that makes sure child safety is a priority? Consider if people in the organisation:²

Commonwealth of Australia, Royal Commission into Institutional Responses to Child Sexual Abuse, [Final Report: Volume 2, Nature and cause](#), 2017, p.16.

Adapted from Royal Commission, [Final Report: Volume 2, Nature and cause](#), p.159.Risk

• services or facilities for children are not seen as a key part of the organisation's business • containing people whose attitudes towards children are that they should be seen and not heard	• understand child abuse and harm and are aware of the signs • see the prevention of child abuse and harm as a everyone's responsibility • prioritise the safety of children over the reputation of the organisation • listen to and empower children • educate children about what is appropriate behaviour by adults • understand how discrimination can cause harm to children and take action if it occurs • take short cuts without thinking about the risks.
Organisation's policies and procedures (institutional risk) Effective policies and procedures can greatly reduce the risk of child abuse and harm occurring. However, for policies and procedures to be effective they must be properly implemented, up to date and communicated to everyone. Consider if your organisation has: • appropriate recruitment policies (including Working with Children Checks and/or other screening) for staff and volunteers • a Code of Conduct that clearly establishes what is appropriate and inappropriate behaviour towards children with consequences for breaches • an easily understood Child Safety and Wellbeing Policy and Complaints Handling Policy • clear processes for reporting and responding to allegations of child abuse or harm and child safety concerns that are understood by staff, volunteers, children and families • appropriate induction, training and communication with staff and volunteers so they are aware of policies and procedures, and understand their role and responsibility to protect children from abuse and harm • third-party procurement policies and practices that prioritise child safety when using contractors.	Organisation's people (propensity risk) Who are the staff, volunteers and/or members of your organisation? • What sort of attitudes are held by people in your organisation about children? • How do you manage inappropriate behaviour? • Are there any people with a history of harmful behaviour towards children? • How do you recruit staff and volunteers? • Were all adults properly screened for appropriateness to engage with children before joining the organisation? • Is there a typical profile of the people attracted to a position in your organisation? Are there any challenges to child safety with this profile that need to be managed? Do you engage third-party contractors? Have they been screened for appropriateness to engage with children?

Matrix

Determining the severity of risks assist organisations to plan responses and resource allocations. A Risk Matrix is a tool that is commonly used to assist in determining risk levels. The left-hand column rates the likelihood of risk, the rows across the top suggests the level of concern if it occurred. Where they met determines the risk rating. GSA will utilise the risk matrix will be reviewed to identify hazards and determine scope prior to undertaking any activities or services that involve children. Use the above risk

factors when considering what kind of risks may be present and impact the safety of children and young people.

Likelihood of Event Occurring	Level of Concern		
	Minor Concern	Moderate Concern	Great Concern
Likely	Low Risk	High Risk	High Risk
Possible	Low Risk	Medium Risk	High Risk
Unlikely	Low Risk	Low Risk	Medium Risk

Published in the CCYP A guide for creating a Child Safe Organisation.

This Child Safety Risk Management Framework will be reviewed annually or when:

- An incident involving a child occurs
- A legislative or regulatory change occurs that may impact GSA
- New issues arise, new activities are proposed or new areas of child related work are taken on
- A complaint is made or a concern is raised
- GSA staff become aware that some staff or volunteers are not aware of, or are not implementing, a policy or procedure



Risk Management Template

The template below will assist GSA to develop the risk management plan and uphold child safety risk management strategies keeping children safe from harm.

Identify Risk	Risk Assessment				
Risk	Description	Likelihood	Level of Concern	Risk Level	Management
Example: Sport4All organise a group camp	Inclusion Coaches will be attending an overnight camp with Sport4All participants all of who are under 16	Possible	Moderate Concern	Medium Risk	Ensure Inclusion Coaches have completed child safety training in the last 12 months Ensure staff re-read the GSA Child Safety Policy and re-complete the declaration Education the children to speak up if feeling uncomfortable and any time and advise them who to speak with Ensure all staff attending have an updated Working With Children Check and Police Check Establish camp considerations such as accommodation and grounds, curfews, where to get help, camp rules, respectful behaviour