



Part 1- Child Protection Risk Management

1. The School has adopted a proactive risk management approach to child protection by developing and implementing strategies to identify and mitigate our child protection risks based on:
 - 1.1 the nature of all School environments including physical and online environments;
 - 1.2 the activities students undertake at the School (including the provision of services by contractors or outside the School's physical environment); and
 - 1.3 the characteristics and needs of all of our students.

Part 2- Risk Management Strategies

1. Ballarat Grammar has implemented the following risk mitigation strategies to ensure that the School maintains a proactive approach to our duty of care to protect children from harm and comply with our legal and regulatory obligations:
 - 1.1 this Child Protection Program, including our Child Safe Policy and our Child Safe Code of Conduct;
 - 1.2 a Code of Conduct process implemented through training and communicated publicly;
 - 1.3 a comprehensive Staff and Student Professional Boundaries policy, implemented through training and communicated publicly;
 - 1.4 induction and ongoing training provided to the Board, staff, and Direct Contact Volunteers, at least annually, about identifying risks of child abuse in the School environment, their obligations and responsibilities for managing these risks, how to report and respond to child protection incidents, and the School's current child safety standards;
 - 1.5 the appointment of the School's Child Protection Officers who are "*Child Protection Champions*" at the School and receive specialised, additional training to ensure that any concerns about child safety and protection in the School environment held by students, staff, Volunteers and parents/carers may be discussed in a safe and supportive environment;
 - 1.6 extensive policies and procedures relating to excursions and camps ensuring that child protection risks specific to excursions and overnight stays are identified and controls are put in place;
 - 1.7 extensive policies and procedures relating to work experience placements, that outlines key child protection requirements;
 - 1.8 ongoing, periodic reviews of all physical School environments to eliminate physical isolation risks, such as solid classroom doors or rooms with no windows, or implement procedural controls where elimination is not possible;
 - 1.9 specific procedures for verifying the Working with Children Check status of all staff / visitors, who may have direct unsupervised contact with students, to ensure that students remain safe in all School environments both internal and external to School grounds;
 - 1.10 specific procedures for verifying the Working with Children Check status of all External Education Providers and Third-Party Contractors, who may have direct contact with students, to ensure that students remain safe in all School environments both internal and external to the School grounds, including under a work experience arrangement;



- 1.11 clear procedures for reporting Reportable Conduct to the Commission for Children and Young People to ensure all risks specific to staff and Volunteer conduct are identified and controls are put in place;
- 1.12 identifying and recording all risks of child abuse in all School environments in a child protection risk register, and assessing the risks with regard to the likelihood of the risk event occurring and the potential consequences if it was to occur; and
- 1.13 a system of assurance through which risks of child abuse, and actions taken to reduce or remove these risks (risk controls), are recorded. The system is also used to monitor risk controls and to evaluate their overall effectiveness on a regular basis.

Part 3- Ballarat Grammar's Assurance System

1. The School has implemented CompliSpace Assurance as one strategy to manage the risk of child abuse in School environments.
2. Assurance is an online risk and compliance workflow management tool that integrates with our Child Protection Program to provide a system of risk management, compliance and continuous improvement based on international standards.
3. Through this system, key risks and compliance obligations are captured, documented and converted into plain English questions that are assigned via email to responsible individuals for action. Each individual is provided with a calendar view of their compliance performance via an online browser.
4. Unactioned tasks are escalated and reported to allow the School to monitor and record its compliance performance in real-time. The School also uses this risk management system as a method of evaluating and reviewing the ongoing effectiveness of the implementation of its risk measures and controls.

Part 4- Review

1. Ballarat Grammar is committed to the continuous review and improvement of all its operations, including this policy.
2. It is the responsibility of the Senior Child Protection Officer to regularly monitor and review the effectiveness of the Child Protection Risk Management Policy to ensure it is working in practice and revise the policy when required.

Part 5- Breach of Policy

1. All staff employed by Ballarat Grammar are expected to enact all policies in support of student and community learning, health, safety and wellbeing.