

## Child Safety Risk Management Template

Our Netball Community needs to adopt a risk management approach to child safety. We are committed to the safety and wellbeing of children and young people who access netball activities, programs, events or services. Having an active approach to this commitment contributes to the development of a child safe culture of risk management and continuous improvement.

### Principles and Considerations

The following table outlines the principles of risk management and the considerations you need to contemplate according to the Commission for Children and Young People in their guide for Creating a Child Safe Organisation.

Principles	Considerations
<b>Establish the context</b>	How does the organisation interact with children? Remember that different levels of risk are inherent in different types of activities. What governance and supervision structures are in place to prevent harm or abuse? Describe the children accessing the organisation. All children are vulnerable due to their developmental level; however, some children are particularly vulnerable. This may include children who have experienced trauma, abuse or neglect; Aboriginal children; and children with disability.
<b>How will you undertake the risk management plan?</b>	What approach will you adopt? Who will be involved? How long will it take?
<b>Consult and communicate</b>	How will you let children, parents, carers, staff, volunteers and any other stakeholders know you are undertaking a risk management plan? How will you seek their views and input? How will you inform them about the plan?
<b>Identify the risks</b>	These may range from occupational health and safety risks to child abuse and accidents. Do not forget to include risks related to the online environment.
<b>Analyse the risks</b>	Consider the likelihood and consequence for children, the organisation, staff, volunteers and others if harm did occur.

<b>Develop intervention</b>	What can you do to reduce the likelihood of risk? What would you need to do if the risk did occur? Changing the environment, putting preventative measures in place to make it harder for someone to perpetrate abuse and making it more likely that abuse will be discovered can also reduce the potential for abuse to occur.
<b>Monitor and review</b>	Have a clear monitoring structure to record any risks that did eventuate, how effective the risk management plan was and how it can be improved. Have a set timeframe for reviewing this plan to incorporate these learnings.
<b>Designate and manage</b>	Risk management should be a responsibility of a designated role within the organisation. This person must lead the child safe culture.

Adapted from the NSW Office of the Children’s Guardian, [www.kidsguardian.nsw.gov.au](http://www.kidsguardian.nsw.gov.au) – Published in the CCYP A guide for creating a Child Safe Organisation

### **Key Risks**

The following table outlines some of the key risks to children in organisational settings according to the Commission for Children and Young People in their guide for Creating a Child Safe Organisation.

<b>Risks To Children</b>	
<b>Unintentional/accidental harm</b> <ul style="list-style-type: none"> <li>• Poor physical environment leading to injury</li> <li>• Poor supervision</li> <li>• High-risk activity</li> <li>• Lack of risk mitigation strategies in place</li> </ul>	<b>Physical abuse</b> <ul style="list-style-type: none"> <li>• Physical punishment</li> <li>• Pushing, shoving</li> <li>• Punching, slapping, biting, kicking</li> </ul>
<b>Psychological abuse</b> <ul style="list-style-type: none"> <li>• Bullying</li> <li>• Threatening language</li> <li>• Shaming</li> <li>• Intentional ignoring and isolating (either face-to-face, online or via other technology)</li> </ul>	<b>Cultural abuse</b> <ul style="list-style-type: none"> <li>• Lack of cultural respect</li> <li>• Racial or cultural vilification or discrimination</li> <li>• Lack of support to enable a child to be aware of and express their cultural identity</li> </ul>
<b>Neglect</b> <ul style="list-style-type: none"> <li>• Lack of supervision</li> <li>• Not providing adequate nourishment</li> <li>• Not providing adequate clothing or shelter</li> <li>• Not meeting the specific physical or cognitive needs of children</li> </ul>	<b>Sexual abuse</b> <ul style="list-style-type: none"> <li>• Sexual abuse, assault and exploitation</li> <li>• Grooming</li> <li>• Inappropriate touching</li> <li>• Inappropriate conversations of a sexual nature (either face-to-face, online or via other technology)</li> <li>• Crossing professional boundaries</li> </ul>

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## Areas Of Risk

Considerations in the Netball Community of safety risks within various procedural processes and physical safety and what should be in place to control/minimise these risks

<p style="text-align: center;"><b>Safe Environment</b></p> <ul style="list-style-type: none"> <li>• Appointed First Aid Officer</li> <li>• First Aid Kit</li> <li>• Risk Assessment completed</li> <li>• Identified Risks managed</li> <li>• Regular checks of the facility's using the Safe Netball App</li> <li>• Child Safety posters displayed (see Child Safety Resources page on NV Website)</li> </ul>	<p style="text-align: center;"><b>Safe Recruitment &amp; Management by Leaders</b></p> <ul style="list-style-type: none"> <li>• WWCC</li> <li>• Reference checks</li> <li>• Interview/Inductions</li> <li>• NV Child safety Training</li> <li>• PBTR – Online Child Protection course</li> <li>• Awareness of the Child Safety Code of conduct</li> <li>• Code of Conduct signed</li> <li>• Awareness of the Child Safety in Netball Policy</li> </ul>	<p style="text-align: center;"><b>Consent / Permission</b></p> <ul style="list-style-type: none"> <li>• Relevant consent forms completed by a parent/guardian</li> <li>• Video/photography consent been given</li> <li>• Emergency contacts made available to Team Managers &amp; Coaches</li> <li>• Team Managers &amp; Coaches made aware of medical conditions</li> </ul>
<p style="text-align: center;"><b>Electronic Communication to Children &amp; Young People</b></p> <ul style="list-style-type: none"> <li>• Awareness of the Use of Electronic Communications section(f) of the Child Safety in Netball Code of Conduct</li> <li>• Avoid sending messages to children &amp; young people via social media without copying in a parent/Carer</li> </ul>	<p style="text-align: center;"><b>Transportation of Children and Young People</b></p> <ul style="list-style-type: none"> <li>• Permission given or private arrangements made with parent/guardian</li> <li>• Avoid being alone with a child or young person</li> <li>• Road safety rules and provisional license holder restrictions</li> </ul>	<p style="text-align: center;"><b>Responding to abuse disclosures / allegations of misconduct</b></p> <ul style="list-style-type: none"> <li>• Awareness of the Child Safety in Netball Policy – Part 3 Complaints Procedure</li> <li>• Child safety Training</li> <li>• Appointed Child Safety Officer</li> <li>• Record keeping/privacy policies in accordance with 3.4 of the Child Safety in Netball Policy</li> </ul>

### Risk Matrix

Determining the severity of risks identified assists 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 meet determines the risk rating.

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

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### Risk Management Template

The template below will assist our Netball Community develop their risk management plan and to uphold child safety risk management strategies which will keep our young netballer's safe from harm.



Identify Risk	Risk Assessment				
Risk	Description	Likelihood	Level of Concern	Risk Level	Management
<p><i>Example: 15'sU Rep team overnight Training camp</i></p>	<p><i>Rep coaches and 15'sU Rep teams will be attending an overnight camp with no parental supervision in September. The camp is geared at team bonding.</i></p>	<p><i>Possible</i></p>	<p><i>Moderate Concern</i></p>	<p><i>Medium Risk</i></p>	<ul style="list-style-type: none"> <li>- <i>Proof from all coaches attending they have completed the Play by the Rules child protection course in the last 12 months</i></li> <li>- <i>Coaches must re-read the Child Safety in Netball Code of Conduct and sign a declaration that they have done so</i></li> <li>- <i>Educate the children attending if at any point they feel uncomfortable with a situation they should speak to a coach they feel comfortable with</i></li> </ul>

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