Coral Park Primary School
Child Safe Standards Policy

Introduction

Coral Park Primary School firmly believes that it is everyone's responsibility- School Council, the Principal, staff, parents, volunteers, students, visitors and service providers to ensure children are safe.

This policy outlines how Coral Park Primary School will create and maintain a child safe school environment (this includes at school, on camps, excursions, online and other school events) and are prepared to protect children from abuse and neglect.

Coral Park Primary School has a culture of 'zero tolerance' for child abuse, physical violence or unsafe feelings. Child abuse can be defined as an act by parents or caregivers which endangers a child or young person's physical or emotional health or development. Child abuse can be a single incident, but usually takes place over time. In Victoria, under the Children Youth and Families Act 2005 a child or young person is a person under eighteen years of age. Child abuse can occur in the following ways:

- **Physical abuse** occurs when a child suffers or is likely to suffer significant harm from an injury inflicted by a child's parent or caregiver. The injury may be inflicted intentionally or may be the inadvertent consequence of physical punishment or physically aggressive treatment of a child. The injury may take the form of bruises, cuts, burns or fractures.
- **Sexual abuse** occurs when a person uses power or authority over a child to involve the child in sexual activity and the child's parent or caregiver has not protected the child. Physical force is sometimes involved. Child sexual abuse involves a wide range of sexual activity. It includes fondling of the child's genitals, masturbation, oral sex, vaginal or anal penetration by a penis, finger or other object, or exposure of the child to pornography.
- **Emotional Abuse** occurs when a child's parent or caregiver repeatedly rejects the child or uses threats to frighten the child. This may involve name calling, put downs or continual coldness from the parent or caregiver, to the extent that it significantly damages the child's physical, social, intellectual or emotional development.
- **Neglect** is the failure to provide the child with the basic necessities of life such as food, clothing, shelter, medical attention or supervision, to the extent that the child's health and development is, or is likely to be, significantly harmed. (Source: Department of Health and Human Services)

In response to the recommendations in 'Betrayal of Trust' Report, there are regulations surrounding child safety, which are underpinned by the Child Safe Standards and are reflected in this policy.

Mission

Coral Park Primary School is committed to providing a safe and inclusive learning environment that inspires students to exceed their potential and prepares them to be valued citizens of the wider community.

The achievement of our mission is supported through the encouragement, development and promotion of our school values

- **Respect**
- **Responsibility**
- **Resilience**
- **Determination**

Our values are explicitly taught to our students at every available opportunity. They are regularly discussed and promoted with students, staff and the school community. Not following or complying with our school values results in consequences that follow our school wide student behaviour management processes. These processes include: reminders, named pegs being moved through a step by step behaviour management

protocols outline, time out in the classroom, time out in a neighbouring classroom, time out of the yard during recesses, withdrawal from the room or yard and/or suspension for higher level behaviours, e.g., fighting, refusing to follow explicit directions and inappropriate language. Positive consequences are widely used to encourage and promote the following of our values, e.g., verbal praise, affective statements, rewards, stickers, house points, etc.

Purpose

The purpose of this policy is to ensure that Coral Park Primary School:
- Has a Child Safe Standards Policy demonstrating commitment to child safety in the seven standards.
- Is compliant with Department of Education and Training (DET) and the Victorian Registration and Qualifications Authority (VRQA) policies and procedures, the Education and Training Reform Act 2006 and Ministerial Order No. 870.
- Develops the values and principles that will guide the school in developing policies and procedures to create and maintain a child safe school environment.
- Details the actions it will take to promote child safety.
- Supports, encourages and enables School Council, the Principal, school staff, parents and children to understand, identify, discuss and report child safety matters.
- Support or assist children who disclose child abuse, or are otherwise linked to suspected child abuse.
- Inform the school community about the Child Safe Standards.

Implementation

- The Principal has the overall responsibility of implementing this policy, but may delegate certain roles to suitably qualified staff. Wellbeing leading teacher/s are responsible for the implementation and review of this policy. This policy will be reviewed at the beginning of each school year and ratified at the March school council meeting each year. If he/she is unavailable, this becomes the responsibility of the Assistant Principal.
- The school understands it has a shared responsibility for implementing the Child Safe Standards. Several external services providers engage with the school (e.g. Camp Australia -OHSC, Kelly Sports). The school understands that these organisations have their own regulatory body to ensure they meet the Child Safe Standards. The school will ensure that they have suitable qualifications and meet these standards.
- The Child Safe Standards and this policy will be communicated to the school community at least once a year in the following ways (also see Appendix 1):
    - o **School Council-** brief/review of Child Safe Standards once a year and review of the policy as per school schedule
    - o **Staff-** Briefing at the start of each school year and refresher at a staff meeting mid-year. New staff will have the Child Safe Standards included as part of their induction.
    - o **Parents-** information will be included in the newsletter at the beginning of the year and reminders throughout the year. All information regarding the Child Safe Standards will be on the school website.
    - o **Students**- As part of units of work through the year, staff will discuss with students issues of child safety and Prep and Junior students will complete the 'Helping Hand' activity with the classroom teacher as part of a buddy grade activity so middle and senior students are reminded whilst participating.

The school will implement the following minimum child safety standards as per Ministerial Order No. 870 in the following ways:

Standard 1- Strategies to embed an organisational culture of child safety, including thorough effective leadership arrangements

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Coral Park Primary School will:

- Have goals/strategies in its Strategic Plan and Annual Implementation Plan (AIP) related to 'Positive Climate for Learning'.
- Create, maintain and monitor a school action plan related to student wellbeing in the school. This is devised by and regularly reviewed by the Wellbeing Team and Leadership Team.
- Assign the overall Student Wellbeing and Management role to the Teacher in liaison with Principal Class Officers (PCOs), this person being the Wellbeing Leading Teacher.
- Ensure there is provision in the school budgets to fund child safety programs/initiatives and student welfare.
- Assign student wellbeing and e-Smart as a core role of staff in the school. Student wellbeing and safety may form part of teacher and education support staff PDPs (Performance and Development Plan).
- Have a Student Wellbeing Team that meets at least twice per term who ensure a commitment to safe online learning for students as part of practice.
- Schedule meetings with DET SSSO Staff (Social Worker, Psychologist and Speech Pathologist) at least once a term to discuss student wellbeing, safety and educational needs.
- Have provision for Student Wellbeing support sessions in the school as needed.
- Support all students' safety and wellbeing through the PSD (Program for Students with a Disability) Program.
- Assign Student Support yard duty time to teachers to monitor the welfare and safety of students with additional needs.
- Assign meeting dates in the school calendar to allow for professional development related to child safety and staff training (e.g. Mandatory Reporting Training).
- As part of the induction and mentoring of new staff share and discuss this policy.
- Provisions in the curriculum that help to promote a culturally sensitive, safe and inclusive environment for children,where children can discuss child safety issues.
- Use of Sentral throughout the school to keep a record of student welfare and safety issues. Highly confidential issues will be kept in a file in a PCOs Office. Reports from SSSO professionals will be kept in a locked filing cabinet in the Assistant Principal's Office.
- Provide opportunities for parents to receive education about child wellbeing and safety issues through the newsletter, website and external providers.
- 'Welcome to Country' and 'Acknowledgement of Traditional Custodians' at nominated assemblies.
- Endeavour to make partnerships with community organisations related to child safety and student wellbeing.
- Review child safety practices each year (see Appendix 1 for roles and responsibilities).
- Review child safety as part of the annual report as per DET guidelines.

Standard 2- A child safe policy or statement of commitment to child safety

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OUR COMMITMENT TO CHILD SAFETY
Coral Park is committed to child safety, we work to ensure students are safe, happy and empowered. We support and respect all children, as well as our staff and volunteers.
We are committed to the safety, participation and empowerment of all students. The school has a zero tolerance of child abuse. All allegations and safety concerns will be treated very seriously and consistently with the schools and DET policies and procedures.

All staff have both a legal and moral obligation to contact authorities when there is a reasonable belief that a student's safety is of concern in all school environments (physical and online). Coral Park is committed to preventing child abuse and identifying early risk factors and then working to reduce and remove these risks. The Duty of Care requirements are clearly acknowledged by all staff.

There are a number of robust recruitment practices that are in place for all staff and volunteers that work to reduce and remove the risk of child abuse occurring within our school. There are regular training sessions where we educate staff and volunteers on identifying child abuse risks.

Coral Park is committed to the cultural safety of Aboriginal children, the cultural safety of children from a culturally and/or linguistically diverse background, and to providing a safe environment for children with a disability.

We have specific policies, procedures and training in place that support our leadership team, staff and volunteers to achieve these commitments.

- Coral Park Primary School has created this Child Safe Policy which will be approved by School Council and reviewed yearly, or as needed to comply with DET policy changes.
- The following school policies support the Child Safe Standards Policy:
    - Student Engagement and Well being
    - Duty of Care
    - Equal Opportunity
    - International Students Program
    - Mandatory Reporting
    - Visitors
- These policies will be available on the school website to view (once reviewed).

LEGISLATIVE REQUIREMENT

Coral Park Primary School takes its legal responsibilities seriously, including:

- All Victorian Teachers have a legal responsibility to report incidents where children's safety is at risk. Victorian Government School employees are expected to follow the DET Mandatory Reporting policy which can be found at
  https://www.education.vic.gov.au/school/principals/spag/safety/Pages/childprotectobligation.aspx
- **Failure to disclose:** Reporting child sexual abuse is a community-wide responsibility. All adults in Victoria who have a reasonable belief that an adult has committed a sexual offence against a child under 16 have an obligation to report that information to the police and relevant authority including DHHS.
- **Failure to protect:** People of authority in our school will commit an offence if they know of a substantial risk of child sexual abuse and have the power or responsibility to reduce or remove the risk, but negligently fail to do so.
- Any personnel who are **mandatory reporters** must comply with their duties and work with the Child Safety Officer to complete these duties.

Standard 3- A code of conduct that establishes clear expectations for appropriate behaviour with children

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- Coral Park Primary School has a Code of Conduct outlining expected behaviours for all community members (See Appendix 2). The Code of Conduct will be reviewed and discussed yearly.
- This will be placed on the school intranet and on the school website.

The Code of Conduct is created in conjunction with the VRQA Child Safe Standard 3 documentation (https://www.vrqa.vic.gov.au/childsafe/Pages/resources.aspx)

Standard 4- Screening, supervision, training and other human resource practices that reduce the risk of child abuse by new and existing personnel

At Coral Park Primary School we:
- Follow recruiting processes outlined by DET which adhere to the Child Safe Standards.
- During the application process assess the applicant's:
  - Motivation to work with children
  - Relevant and verifiable child-related work experience
  - Understanding of professional boundaries
  - Communication skills
- Staff selection panels check the following:
  - Two forms of identification e.g. driver's licence, passport etc.
  - Academic transcripts/qualifications
  - Work history and previous employment details are accurate
  - Background searches using Facebook, LinkedIn and Google
  - Gaps in the applicant's employment history and are there valid reasons for this? e.g. travel, study, family leave
- With regards to references, panels should check the following:
  - The applicant has provided the most current employer and/or manager
  - There is not a personal relationship between the applicant's supervisor or manager that may affect the objectivity of the referee
  - Has the referee directly supervised the applicant working with children?
  - Would the person employ them again?
  - Has the referee any concerns with the applicant working with children?
  - Did the referee have any concerns about the applicant adhering to the organisation's Code of Conduct?
  - Have the referees observed the applicant managing the behaviour of a child and what did they notice?
  - That any written referee statements are authentic.
- Check if the applicant has any relevant experience working with children outside employment e.g. volunteering, tutoring or coaching?
- Ensure all teachers have a current VIT (Victorian Institute of Teaching) card. Through the VIT process teachers will undertake a police check (timing deemed by VIT).
- Keep a record of volunteers and have a copy of their Working with Children Check (WWCC).
- Sight WWCC of contractors and other visitors who enter the school.
- Have visitors sign into the school at the office.
- Ensure all new staff are aware of child safe standards and their obligations for mandatory reporting as part of the induction and mentoring process.
- Complete Mandatory Reporting online Module as a whole school, in a scheduled staff meeting at the beginning of Term 3 annually.
- Implement a whole school staff development strategy to discuss individual standards of Child Safe Standards. (see Appendix 1).
- Provisions will be made in the school calendar for any other professional development sessions that need to be undertaken in relation to child safety.
- Include child safety aspects as part of the parent information packs/sessions.

Standard 5- Processes for responding to and reporting suspected child abuse

- Coral Park Primary School has a Mandatory Reporting Policy outlining the school's response to suspected child abuse.
- All staff are trained yearly in this area.
- Staff should consult the Step by Step Guide to Making a Report to Child Protection or Child FIRST: http://www.eduweb.vic.gov.au/edulibrary/public/stuman/wellbeing/Flowchart_Mandatory_Reporting_Sep_2010.pdf to assist them with making a report. Each staff member is provided with a hardcopy of this document.
- As per the school Mandatory Reporting Policy :
  - All members of the Teaching Service who believe on reasonable grounds that a child or young person is in need of protection from physical injury or sexual abuse, must report their concerns to Department of Health and Human Services (DHHS) Child Protection.
  - All other school staff who believe on reasonable grounds that a child or young person is in need of protection or therapeutic treatment or have significant concerns, are encouraged to report their concerns to DHHS Child Protection, Victoria Police or Child FIRST.
  - **All adults** will be required to report to police if they know or reasonably believe that a sexual offence has been committed by an adult against a child under the age of 16. It will be a criminal offence to fail to comply with this obligation.
  - Staff are encouraged to keep their own notes and are required to report any concerns with the Wellbeing Officer or the leadership team so they can update their files.
- Once a report has been made to Child Protection, a Student Support Plan will be created with the wellbeing team and/or classroom teachers. This may include the student being referred to Student Support Services Officers or other wellbeing professionals.

Standard 6- Strategies to identify and reduce or remove the risk of abuse

At Coral Park Primary School we will:
- Create a risk assessment matrix (see Appendix 3) to be implemented within the school. The matrix will be created by the Wellbeing Leading Teacher and will reviewed yearly with the Child Safe Policy or as required.
- Implement a whole school staff development strategy to discuss individual standards of Child Safe Standards. (see Appendix 1).
- Monitor sick bay attendances and student absences regularly (at least monthly). Specific incidences or trends of concern are discussed and parents contacted.
- Have a Duty of Care Policy outlining supervision requirements for students at school activities in and out of the school and online.
- Ask for parent permission to use photographs or video of students for public forums e.g. newspapers, online, newsletters.
- Keep photos and videos of students on a secure network.
- Make provisions for 3 yard duty staff to be rostered on each recess and lunch, a first aid officer in the sick bay, a staff member on welfare, and staff in the library for inside activities.
- Ensure planned excursions and camps adhere to the Child Safe Standards.
- Keep a risk register as part of OHS requirements.
- Include Child Safe Standards in our risk registers for Camps and Excursions.
- Review policies after any incidents and make adjustments as necessary.
- Ensure provisions are made for staff training and professional development relating to child safety.
- Ensure our school grounds are safe for children. For example, all external doors and most storerooms have locks on the outside but can be opened from the inside so children cannot be trapped and all internal doors do not have locks so children can easily get out. Exit areas are kept clear and free from obstruction.

Standard 7- Strategies to promote the participation and empowerment of children

At Coral Park Primary School we:

- Display the school values- Respect, Responsibility, Resilience and Determination in all classrooms and weave these throughout learning in the school.
- Teach a dedicated Social Skills Program consistently throughout the school based on our school mission and values.
- Each year, prep and junior students will take part in the Helping Hand Activity with their middle and senior buddies. On each finger students write someone they can talk to if they have a problem or are upset. The thumb is the Principal. Child safety and understanding child abuse will be discussed during this session, appropriate to the year level of the child.
- Teach healthy and respectful relationships (including sexuality), resilience and child abuse awareness and prevention as part of the curriculum.
- Conduct targeted Student Wellbeing Programs such as 'KidsMatter' group sessions to help empower children in our school, especially those who are vulnerable.
- Have a 'Thinking bubbles' box in the library where students can privately write concerns that can be followed up by school staff.

Resources
The following resources can be accessed to support this policy:
www.vrqa.vic.gov.au/childsafe
www.education.vic.gov.au/protect

Appendix 1

Role	Responsible
Overseeing the implementation of the Child Safe Standards at Coral Park Primary School	Wellbeing Leading Teacher or Assistant Principal
Review of Policies and Documentation	Wellbeing Leading Teacher and Assistant Principal

Policies and documents to be reviewed in March each year	
Child Safe Standards Code of Conduct Mandatory Reporting Duty of Care Custody Restrictions Student Engagement Equal Opportunity External Providers International Students Program Visitors	Risk Assessment Matrix

Coral Park Primary School Child Safe Development Strategy	
Reference Folder	• Kept in Wellbeing Leader Teacher's Office • Update in March each year or as required
School Council	• Standing Agenda time for each meeting
Staff - teachers	• At least 1 hour on the first curriculum day of each year • Standing agenda item for each staff meeting 10 minutes or time required • Completion of Mandatory Reporting Modules in term 3 each year • Display 'Protect' poster in teaching space • Step by Step reporting guide and four critical actions displayed in office spaces
Staff – ES Education Support	• Standing agenda item for each ES meeting 10 minutes or time required • Completion of Mandatory Reporting Modules in term 3 each year
Staff - leadership	• Standing agenda item for each leadership meeting – focusing on professional learning for staff and sharing information with the school community. 10 minutes or time required. • Completion of Mandatory Reporting Modules in term 3 each year • Display 'Protect' poster in office space • Step by Step reporting guide and four critical actions displayed in office spaces

Appendix 2

PROTECT · THE EDUCATION STATE · VICTORIA State Government | Education and Training

CORAL PARK PRIMARY SCHOOL CHILD SAFETY CODE OF CONDUCT

Coral Park Primary School is committed to the safety and wellbeing of children and young people. Our school community recognises the importance of, and a responsibility for, ensuring our school is a safe, supportive and enriching environment which respects and fosters the dignity and self-esteem of children and young people, and enables them to thrive in their learning and development.

This Code of Conduct aims to protect children and reduce any opportunities for child abuse or harm to occur. It also assists in understanding how to avoid or better manage risky behaviours and situations. It is intended to complement child protection legislation, Department policy, school policies and procedures and professional standards, codes or ethics as these apply to staff and other personnel.

The Principal and school leaders of Coral Park Primary School will support implementation and monitoring of the Code of Conduct, and will plan, implement and monitor arrangements to provide inclusive, safe and orderly schools and other learning environments. The Principal and school leaders of Coral Park Primary School will also provide information and support to enable the Code of Conduct to operate effectively.

All staff, contractors, volunteers and any other member of the school community involved in child-related work are required to comply with the Code of Conduct by observing expectations for appropriate behaviour below. The Code of Conduct applies in all school situations, including school camps and in the use of digital technology and social media.

Acceptable behaviours

Students and all members of the Coral Park Primary School Community are expected to abide by our school values and their respective behaviours.

Respectful	• Being inclusive and safe • By understanding rights and their impact • By caring for thoughts, feelings and belongings
Responsible	• By knowing guidelines and expectations • By showing up on time and being ready to learn • By being accountable for our actions and choices
Resilient	• By being motivated to learn and succeed • By knowing the next step in our learning • By setting and reflecting on goals
Determined	• By being willing to take risks • By being a problem solver • By being able to regulate our emotions

As staff, volunteers, contractors, and any other members of the school community involved in child-related work individually, we are responsible for supporting and promoting the safety of children by:
- upholding the school's statement of commitment to child safety at all times and adhering to the school's child safe policy.
- treating students and families in the school community with respect both within the school environment and outside the school environment as part of normal social and community activities.
- listening and responding to the views and concerns of students, particularly if they are telling you that they or another child has been abused or that they are worried about their safety/the safety of another child.

- promoting the cultural safety, participation and empowerment of Aboriginal and Torres Strait Islander students.
- promoting the cultural safety, participation and empowerment of students with culturally and/or linguistically diverse backgrounds.
- promoting the safety, participation and empowerment of students with a disability.
- reporting any allegations of child abuse or other child safety concerns to the school's Wellbeing Officer and/or leadership.
- understanding and complying with all reporting or disclosure obligations (including mandatory reporting) as they relate to protecting children from harm or abuse.
- if child abuse is suspected, ensuring as quickly as possible that the student(s) are safe and protected from harm.

Unacceptable behaviours
As staff, volunteers, contractors, and any other member of the school community involved in child-related work we must not:
- ignore or disregard any concerns, suspicions or disclosures of child abuse
- develop a relationship with any student that could be seen as favouritism or amount to 'grooming' behaviour (for example, offering gifts)
- exhibit behaviours or engage in activities with students which may be interpreted as abusive and not justified by the educational, therapeutic, or service delivery context
- ignore behaviours by other adults towards students when they appear to be overly familiar or inappropriate
- discuss content of an intimate nature or use sexual innuendo with students, except where it occurs relevantly in the context of parental guidance, delivering the education curriculum or a therapeutic setting
- treat a child unfavourably because of their disability, age, gender, race, culture, vulnerability, sexuality or ethnicity.
- communicate directly with a student through personal or private contact channels (including by social media, email, instant messaging, texting etc) except where that communication is reasonable in all the circumstances, related to school work or extra-curricular activities or where there is a safety concern or other urgent matter
- photograph or video a child in a school environment except in accordance with school policy or where required for duty of care purposes[1]
- in the school environment or at other school events where students are present, consume alcohol contrary to school policy [2] or take illicit drugs under any circumstances.

REVIEW CYCLE AND EVALUATION

Ratified	*Due for Review*
September 2018	*March 2019*

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[1] SPAG: http://www.education.vic.gov.au/school/principals/spag/safety/pages/photoandfilm.aspx . The policy says the school should get consent before taking and publishing photos of a student. This applies every time a photo is taken. The same policy applies for excursions and school activities.

[2] SPAG: http://www.education.vic.gov.au/school/principals/spag/safety/pages/alcohol.aspx. The policy says the school must obtain school council approval before alcohol can be consumed on school grounds or at a school activity. The policy says staff members should not consume alcohol during camps and excursions. It is silent on whether they can consume alcohol at other school events where students are present, this is a matter that the school needs to decide upon – draft text is provided in the guidance fact sheet

PROTECT

Child Safe Standard 6: Risk Assessment template

A key part of a risk management strategy is a risk assessment. Risk assessments can take many forms. An example is provided below. Risk assessment resources form part of the *School Policy & Advisory Guide: Risk Management Policy*. An example is provided below to assist schools in their risk assessment.

Each school will be different and must undertake their school specific assessment.

Risk Event or Environment	Existing risk management strategies or existing controls	Likelihood	Consequence	Current risk rating	New risk management strategies or treatments	Who is responsible?	Target risk rating
No organisational culture of child safety – lack of leadership, public commitment and frequent messaging	Child safety code of conduct Strategies developed to embed culture of child safety	Possible	Severe	Extreme	• Strategies to embed organisational culture of child safety are reviewed • Statement of commitment to child safety is publicly available	Principal, School Council Chair	Low
Inappropriate behaviour is not reported and addressed	Child safety code of conduct Clear child safety reporting procedures Performance management procedures	Unlikely	Severe	High	• Strategies to embed organisational culture of child safety are reviewed • Refresher training for staff – see eLearning mandatory reporting module	Principal, School Council Chair	Low
Unquestioning trust of long term employees and contractors or norms	Strategies developed to embed culture of child safety Clear child safety reporting procedures	Possible	Major	High	• Refresher training for staff – see eLearning mandatory reporting module	Principal, School Council Chair	Low
Recruitment of an inappropriate person	WWCC or Victorian Institute of Teaching registration	Unlikely	Major	Medium	Processes updated to require: • Criminal history search • Pre-employment reference check includes asking about child safety	Principal, School Council Chair	Low
Engagement with children online	Child safety code of conduct Strategies developed to	Possible	Moderate	Medium	• Train students and staff to detect inappropriate behaviour	Principal, School Council Chair	Low

Risk Event or Environment	Existing risk management strategies or existing controls	Likelihood	Consequence	Current risk rating	New risk management strategies or treatments	Who is responsible?	Target risk rating
	embed culture of child safety				• Ensure appropriate settings on all student technologies		
Unknown people and environments at excursions, incursions and camps	Child safety code of conduct Strategies developed to embed culture of child safety Clear child safety reporting procedures	Unlikely	Moderate	Medium	• Assessment of new or changed environments for child safety risks • Ensure Code and strategies apply in all school contexts	Principal, School Council Chair	Low
Ad-hoc contractors on the premises (eg maintenance)	Child safe environments Information and awareness for visitors, staff, volunteers and contractors Adequate monitoring	Unlikely	Moderate	Medium	• Refresher training for frequent contractors • CCTV footage for unsupervised areas	Principal, School Council Chair	Low
Familiarity breeding a culture of not reporting issues	Child safety code of conduct Strategies developed to embed culture of child safety Clear child safety reporting procedures	Possible	Major	High	•		Low
Buildings and grounds supervision	Child safety code of conduct Strategies developed to embed culture of child safety Clear child safety reporting procedures Yard Duty Protocols and procedures Duty of Care Policy	Possible			•		Low