RAMS – CHILD PROTECTION

Hazard	Consequence	Likelihood	Risk rating	Controls	Consequence	Likelihood	Risk Rating
Staff inexperience or poor judgement	5	C	H	• Physical environments increase natural lines of sight. Increase lighting at night – on paths and between buildings and up to toilet/shower blocks.	2	A	L
Identify potential risks – activity, sites, camping in bivvies. Toilet blocks, travelling between pods and dining area.	5	C	H	• Manage higher-risk areas such as change rooms, toilet block using specific safety measures e.g. random checks. • Code of conduct covers behaviours for staff and volunteers working face to face with young people.	2	A	L
Vulnerabilities of participants – age, capabilities, any special needs or medical conditions.	5	C	H	• Ensure SRM reviews child safety issues and reports back to SR Committee meeting. • Medical forms completed prior to programs.	1	A	L
Inadequate supervision ratios	5	C	H	• Develop partnerships with Aboriginal, CALD, LGBTIQA+ or disability communities to inform our child safe approach.	2	A	L
Inadequate staff training in child protection – particularly casuals	5	C	H	• There are clear guidelines, in SOP, for supervision during programs e.g. in a vehicle, when doing first aid. There are two adults or other people present when working alone with young people.	2	A	L
Legal Framework - All staff to have relevant WWCC or WWVP checks	3	C	M	• Ensure all staff and volunteers (including casuals) complete the free Child Safety Training.	1	A	L
Follow Child Protection SOP, Policies and Code of Conduct – Staff Training	4	C	M	• We keep a record of who has read and understood the Child Safe Code of Conduct and Child Safe Policies.	2	A	L
Informed consent	5	C	H	• Background checks are done on all staff as required before they commence working with OBA.	2	A	L
Reporting mechanisms	5	C	M	• Induction package for all staff through EH, annual Child Protection face to face training,	2	A	L
Online environment	5	C	H	• From participants, parents and/or guardians • OBA follows the mandatory reporting requirements in each state/territory for participants, staff and others.	2	A	L
Times when older children and young people are one-on-one with younger children. Peer on peer inappropriate behaviour	5	C	H	• Staff and volunteers do not talk to young people privately online. • Ensure briefing is done by GLs on acceptable behaviour and how to report an incident.	2	A	L
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