RISK MANAGEMENT STRATEGY

Purpose

The purpose of this strategy is to ensure the safety, sustainability, and success of the school community. To ensure a safe, inclusive, and empowering environment for all students, staff, and community members by identifying, assessing, and managing risks in alignment with the school's philosophy.

Guiding Principles

- **Child-Centred**: Prioritizing the wellbeing and voice of every child.
- **Democratic Participation**: Involving students and staff in decision-making.
- **Transparency**: Open communication about risks and responses.
- **Continuous Improvement**: Regular review and adaptation of strategies.

Status: Version 1	**Supersedes:** Nil
Authorised by: Board Chair	**Date of Authorisation:** July 2025

Objectives

1. Protecting Students, Staff, and Visitors

- Ensures the physical and emotional safety of everyone on campus.
- Identifies potential hazards (e.g. playground safety, health risks, cyber threats) and outlines steps to mitigate them.

2. Ensuring Continuity of Education

- Prepares for disruptions such as natural disasters, pandemics, or technology failures.
- Includes contingency plans to maintain learning through remote education or alternative arrangements.

3. Safeguarding School Assets

- Protects physical assets (buildings, equipment, technology) and intellectual property.
- Includes insurance, security systems, and maintenance protocols.

4. Compliance with Legal and Regulatory Requirements

- Helps the school meet obligations under education laws, child protection policies, and workplace health and safety regulations.
- Reduces the risk of legal liability or penalties.

5. Enhancing Reputation and Trust

- Demonstrates responsibility and foresight to parents, staff, and the wider community.
- Builds confidence in the school's ability to handle challenges effectively.

6. Financial Stability

- Identifies financial risks (e.g. funding shortfalls, fraud) and outlines controls to manage them.
- Supports long-term planning and resource allocation.

7. Promoting a Culture of Awareness and Preparedness

- Encourages staff and students to be proactive about safety and risk.
- Provides training and clear communication channels for reporting and responding to risks.

Review Date: Annually	**Next Review Date:** July 2026
Policy Owner: Townsville Independent School Association Inc.	

Child and Youth Risk Management Policy and Child Protection Policy

Enkindle Village School has formal policies that outline procedures to ensure student safety. Key components include:

- **Staff Induction & Training**: All staff undergo training to understand their responsibilities in maintaining a safe environment.
- **Code of Conduct**: Clear expectations for behaviour among staff and students.
- **Incident Reporting**: Procedures for reporting and responding to incidents or concerns.
- **Regular Reviews**: Policies are reviewed periodically to ensure they remain effective and compliant with regulations.

Democratic Decision-Making & Student Empowerment

- Students participate in decisions that affect their learning and environment, fostering accountability and mutual respect.
- Student and community voice and choice is heard and addressed as soon as possible and where possible.
- Conflict resolution skills are taught and practiced regularly, reducing behavioural risks.

Physical Safety Measures

- Active adult supervision, especially during outdoor and play-based activities.
- Age-appropriate equipment and natural play environments designed to minimize injury risks.
- Regular safety checks and maintenance of facilities.
- Risk Assessments are written to determine the level of risk and guide appropriate actions and control measures.

Emotional and Social Wellbeing

- Positive behaviour management using natural consequences.
- Restorative practices are used to address behavioural and social concerns.
- Emphasis on character development and respectful relationships.
- Multi-age learning groups promote peer mentoring and reduce bullying.

Compliance and Accreditation

- Enkindle is accredited by the Non-State School Accreditation Board and follows the Australian National Curriculum.
- Policies align with Queensland Government requirements for child safety and risk management.
- Staff engage in mandatory training and ongoing professional development in line with new laws.

Risk Categories & Controls

Risk Area	Examples	Mitigation Strategies
Physical Safety	Injuries during play, unsafe equipment	- Daily playground and Forest School inspections - Staff trained in first aid - Age-appropriate equipment - First Aid and Snake Bite kits available
Emotional Wellbeing	Bullying, exclusion, anxiety	- Peer mediation - Restorative practices - Safe spaces and wellbeing check-ins
Cyber & Digital Safety	Inappropriate content, cyberbullying	- Digital citizenship education - Supervised device use - Clear ICT policies
Environmental Risks	Weather events, bushfires	- Emergency evacuation plans - Regular drills - Communication protocols with families
Health Risks	Illness outbreaks, allergies	- Health management plans - Hygiene protocols - Staff trained in anaphylaxis and asthma response
Legal & Compliance	Breach of duty of care, non-compliance	- Staff induction on legal obligations - Policy reviews - Incident documentation and reporting

Roles & Responsibilities
- **Principal/Leadership Team**: Oversee implementation and review of the strategy.
- **Staff**: Identify and report risks, follow procedures, support students.
- **Students**: Participate in safety discussions, follow agreed norms.
- **Parents/Carers**: Communicate relevant health/safety info, support school policies.

Risk Assessment Process
1. **Identify** potential risks (physical, emotional, environmental, etc.)
2. **Assess** likelihood and impact.
3. **Control** by implementing mitigation strategies.
4. **Monitor** effectiveness of controls.
5. **Review** regularly and after incidents.

Incident Management

- Immediate response to ensure safety.
- Documentation using incident report forms.
- Communication with families and relevant authorities.
- Debrief and review to prevent recurrence.

Review Cycle

- **Annual review** of the full strategy.
- **Termly reviews** of specific risk areas.
- **Termly WHS Committee** meetings to discuss concerns and/or review incidents and/or drills.
- **Post-incident reviews** for continuous improvement.