

Child Safety and Cultural Safety Risk Management

Swimable is committed to the safety and wellbeing of children and young people who are a part of our customer base and community. As a part of our active approach to child safety and cultural safety, we have developed and adopted the following template to contribute to the development and continuous improvement of a child safe culture through active risk management.

Principles and Guidelines

The following table outline the principal elements of risk management:

Principle	Definition and Consideration
Identify	Identify where, when, why, and how certain types of risks may happen.
Analyse	Determine the likelihood of the risks to occur, how they may occur, and the potential consequences related to these risks.
Evaluate	Comparing the level of risk and the level of adversity in outcome so that decisions can be made on prevention and education
Control	Develop and implement action plans and strategies that centre on how to mitigate said risks and manage them if they occur
Monitor and communicate	Monitor the effectiveness of the process put in place for risk management. Regularly review these processes and update if and when necessary. Communicate the risk management plan to all Staff, volunteers, and the parents/guardians of children to educate them on the processes.
Consult	Regularly accept feedback from the Swimable community and review processes to ensure this feedback is being addressed properly within the set framework.

Child Safety and Cultural Safety Risks

Swimable takes child safety and cultural safety risks very seriously. Before developing the strategies to mitigate risks, it is important to highlight the probable risks with reference to child safety and cultural safety.

Risk matrix

Swimable has used the following Risk Matrix to analyse and determine the risk levels of identified risks:

Likelihood	Risk Level				
	Almost certain	Medium	High	High	Extreme
Likely	Medium	Medium	High	Extreme	Extreme
Possible	Low	Medium	High	High	Extreme
Unlikely	Low	Low	Medium	Medium	High
Rare	Low	Low	Medium	Medium	High
Consequence	Insignificant	Minor	Moderate	Major	Catstrophic

Analysis and Evaluation of Risk

The table below identifies the possible risks and the risk level in a swimming environment, the likelihood of it occurring, and the potential consequences:

Type	Cause	Likelihood	Consequence	Risk Level
Leadership	Management not aware of/ not educated about/ not committed to ensuring a Child Safe organisation	Rare	Organisation not being child-safe - Catastrophic	High
Unsupervised changing rooms	Parents leaving child/ren alone in the changing rooms	Unlikely	Possible sexual abuse - Catastrophic	High
Slipping on a wet deck	Children running/unbalanced on deck	Likely	Injury - Moderate	High
Recruitment	Employer not following recruitment guidelines	Rare	Inappropriate staff employed - Major	Medium
Privacy	Parents wanting to take videos of their children swimming	Likely	Privacy infringement - Minor	Medium
Grooming	Adults interacting inappropriately online or face to face with children	Rare	Danger of inappropriate relationships developing outside of the Swimable environment - Major	Medium

Bullying	Student / parent / teacher or other staff member bullying another student / parent / teacher or other staff member	Rare	Psychological and emotional damage - Minor	Low
Cultural and spiritual abuse	Ignorance of parents / children / teacher or other staff member	Rare	Psychological and emotional damage - Minor	Low
Door jamming people's fingers	Lack of awareness of danger by parents / children	Likely	Injury - Minor	Medium
Insufficient supervision	Lack of attention from the parents	Possible	Injury - Moderate	High
Pool temperature	Pool heater not functioning normally	Possible	Discomfort and potential illness - Insignificant	Low
Jumping/diving off the diving blocks	Lack of supervision/ education	Unlikely	Potential serious injury - Catastrophic	High

Risk management strategies

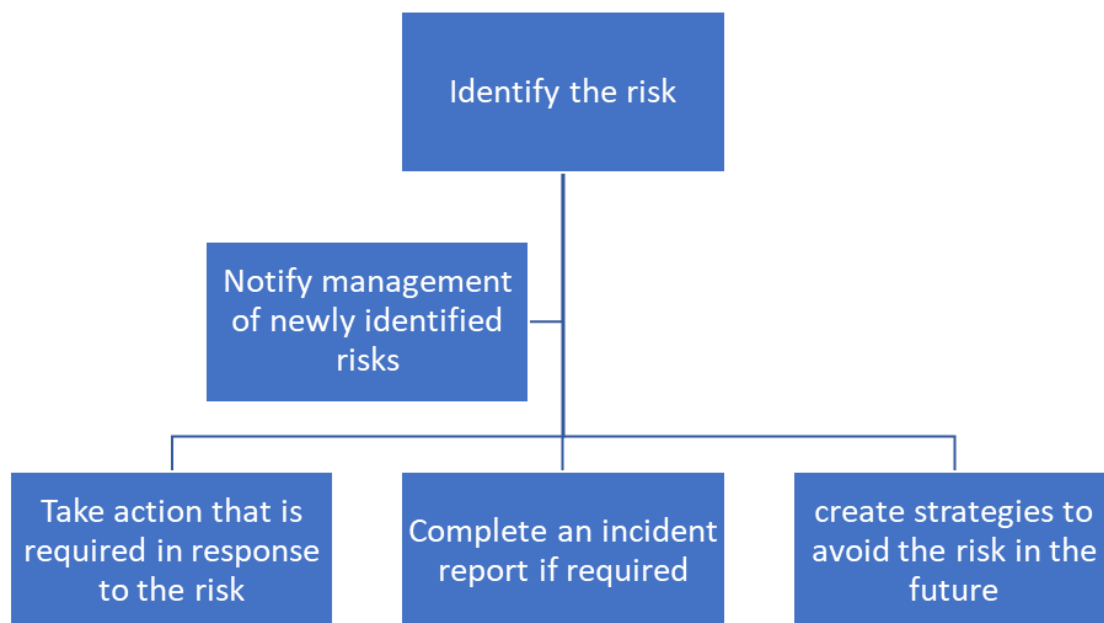
Risk management is comprised of developing and implementing action plans which help manage and reduce risks that occur in a workplace. The risk management strategies at Swimable have been created keeping in mind the responsibilities of: Swimable as an organisation, employees of Swimable and parents/guardians of children associated with Swimable (including the customers who are part of the adult swimming classes).

Type	Swimable	Employees	Customers/parents/guardians
Leadership	- Implement the required 11 Child Safe Standards	- Raise any issues identified with Management	- Raise any issues identified with Management
Unsupervised changing rooms	- Require parents/guardians to supervise their children at all times - Ensure staff follow the Codes of Conduct	- Per the Staff Handbook, consciously avoid being alone in an area with a child - Comply with Codes of Conduct	- Adequate supervision in the changerooms

Slipping on a wet deck	<ul style="list-style-type: none"> - Signs around the pool warning against running on deck - Train staff to warn children not to run on pool deck 	<ul style="list-style-type: none"> - Staff to warn children not to run on deck when exiting the pool 	<ul style="list-style-type: none"> - Adequate supervision of children on pool deck
Recruitment	<ul style="list-style-type: none"> - Screening of all employees - Reference checks - Working with children check - Probation period 	<ul style="list-style-type: none"> - Report to management any inappropriate behaviour by another employee 	<ul style="list-style-type: none"> - Notify management if there is any employee misconduct
Privacy	<ul style="list-style-type: none"> - Notify all customers and parents to not take any photos or videos of children in the pool (without permission) as it is a breach of privacy - Photo release forms 	<ul style="list-style-type: none"> - Inform the parents/guardians when they take videos or photos of children that it is a privacy breach and request them to stop 	<ul style="list-style-type: none"> - Refrain from taking videos or photos of the children in the pool
Grooming	<ul style="list-style-type: none"> - Codes of Conduct to be signed by all staff members - Child Safety training for all employees 	<ul style="list-style-type: none"> - Notify management of any breaches of Child Safe Policies and Codes of Conduct 	<ul style="list-style-type: none"> - Alert the organisation of any breach of Child Safety Policy
Bullying	<ul style="list-style-type: none"> - Action taken in accordance with the Swimable Bullying and Harassment Policy - Staff are aware of the Bullying and Harassment Policy 	<ul style="list-style-type: none"> - Immediate action by notifying supervisors in case of any bullying incident - Create an environment where the child is comfortable with discussing about any situation that is making, she/he uncomfortable 	<ul style="list-style-type: none"> - Informing management about any bullying incident and working with management to find a solution
Cultural and spiritual abuse	<ul style="list-style-type: none"> - Creation of a culturally safe environment in accordance with 	<ul style="list-style-type: none"> - Create an environment where the child is comfortable with expressing their 	<ul style="list-style-type: none"> - Reporting any potential cultural or spiritual abuse to management

	the Swimable Child Safety and Cultural Safety Policy	<p>culture/spiritual norms and beliefs.</p> <ul style="list-style-type: none"> - Reporting any instance that could be considered cultural or spiritual abuse 	<ul style="list-style-type: none"> - Advise management of any unique cultural/spiritual requirements
Door jamming people's fingers	<ul style="list-style-type: none"> - Injury reporting - Request St Mary's College to adjust door closure 	<ul style="list-style-type: none"> - Incident reporting and provision of First Aid 	<ul style="list-style-type: none"> - Parental supervision
Insufficient supervision	<ul style="list-style-type: none"> - Terms and Conditions require parental supervision of children under 10 	<ul style="list-style-type: none"> - On deck staff to notify management and parent if child is unsupervised 	<ul style="list-style-type: none"> - Parents/guardians to supervise children at all times
Pool Temperature	<ul style="list-style-type: none"> - Regularly checking the temperature and working with St Mary's College to resolve any issues 	<ul style="list-style-type: none"> - Notify on-deck staff when water and surrounding deck temperature feels colder than usual 	<ul style="list-style-type: none"> - Make sure children are immediately dried and dressed after the lesson. - Notify management if the pool environment feels cold.

Monitoring and communication of the Risk management plan



Version Details

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