



Child Safe Risk Management Plan



Organisation Details

Nature of Services Provided

Prospr offers comprehensive Youth Work services to its partner organisations across diverse settings, including residential care, family visit supervision and support, transportation services, and community access and mentoring programs. Our team of qualified, consistently trained, and trauma-informed Therapeutic Youth Workers specialise in delivering personalised support tailored to the unique needs and preferences of children and young people; actively contributing to the therapeutic milieu within their homes.

Residential Care Services	Prospr provides staffing solutions for various programs including ITCH, ITC-SD, ITTC, ICM, SIL, THBC, TSIL, ACA, and TSOP. Our Therapeutic Youth Workers play a pivotal role in guiding children and young people to develop essential Activities of Daily Living skills including meal preparation, accompanying them to medical appointments and therapies, fostering emotional intelligence and regulation strategies, and assisting with educational or employment-related endeavours.
Family Visit Supervision and Support	We are deeply committed to nurturing positive and meaningful family connections. Our Family Visit Supervision and report writing services ensure the documentation of safe and secure interactions between children and their families.
Transportation Services	We prioritise the safety and wellbeing of children and young people by offering secure Transportation Services. Through clear communication, safe and trustworthy driving practices, and a dedication to providing a positive experience for children and young people, we ensure that every journey is conducted with the utmost care and professionalism.

Community Access & Mentoring	We embrace Community Access and Mentoring with a Strengths-Based approach, supporting children and young people in their journey towards independence and providing capacity-building assistance, including financial skills building and budgeting support.
Baseline expectations	<ol style="list-style-type: none"> 1) All staff maintain a current and clear WWCC. 2) All staff maintain a NDISWC and NDISW module 3) All staff hold a current First Aid and CPR certificate. 4) All staff continue to be qualified in, or working towards, a relevant qualification. 5) All staff maintain a clear National Police Check . 6) All staff commit to ongoing cultural and trauma-informed training.
Combined level of risk	Medium – Due to the consequences of the inherent risks.
Date completed	12 February 2024
Next review date	12 August 2024
Approved by	Kenan Akkoc - Director

Risk Matrix – This risk matrix was utilised to assess the level of child-safety related risks within our organisation by intersecting the likelihood and consequences of their occurrence.

Likelihood	Consequence				
	Insignificant	Minor	Moderate	Major	Severe
Almost Certain	Medium	High	Extreme	Extreme	Extreme
Likely	Medium	Medium	High	Extreme	Extreme
Possible	Low	Medium	Medium	High	Extreme
Unlikely	Low	Low	Medium	Medium	High
Rare	Low	Low	Low	Medium	Medium

Risk and Protective Strategies – Prospr

Identified Risk & Description	Risk Level	Child Safe Standard	Protective Strategies & Interventions	Governance	Timeframe	Outcome
<p>Lack of focus on children’s welfare and wellbeing through absence of or low-quality child-safe policies and procedures</p>	<p>Low</p> <p>Likelihood = Rare</p> <p>Consequence = Moderate</p>	<p><u>9: Continuous improvement</u></p> <p><u>10: Policies & procedures</u></p> <p><u>2: Children’s participation</u></p> <p><u>3: Families & communities</u></p>	<p>Policies and procedures are regularly reviewed in line with training, consultation, and guidance provided by the NSW Office of the Children’s Guardian.</p> <p>Children and their families, internal employees, partner organisations, and other relevant stakeholders are consulted for the review of policies and procedures.</p> <p>These are: 1 - Code of Conduct 2 - Commitment to Child Safety 3 - Child Safe Policy 4 - Complaint Handling Procedure</p>	<p>Director</p>	<p>6 months</p>	<p>Staff, children and their families, partner organisations, and the community understand Prospr’s approach to child safety.</p> <p>Staff and the community know that Prospr takes child safety seriously.</p>

Identified Risk & Description	Risk Level	Child Safe Standard	Protective Strategies & Interventions	Governance	Timeframe	Outcome
<p>Children and young people become subject to sexual abuse</p> <p>Sexual abuse rarely occurs in isolation from other types of maltreatment, and includes sexual touching, grooming, possessing or producing child abuse material and discussing sexual behaviour when it isn't necessary.</p> <p>Children are at a higher risk of sexual abuse in one-on-one settings, especially during times of personal intimate care because they rely on the assistance of the adult to perform this task.</p>	<p>Medium</p> <p>Likelihood = Rare</p> <p>Consequence = Major</p>	<p>1: Leadership & culture</p> <p>2: Children's participation</p> <p>6: Complaint handling</p>	<p>Prosr values, policies, procedures, and practices are based on the Paramountcy Principle, ensuring that every decision and action prioritises the welfare of the children we serve.</p> <p>We actively strive to listen to the voice of the children and young people we serve.</p> <p>Our culture of reporting, regardless of the nature or supposed severity of the allegation, can help prevent sexual abuse from occurring, or to be detected in its early stages. Our clear,</p>	<p>Director</p>	<p>6 months</p>	<p>All staff are appropriately inducted, trained, and informed on identifying child sexual abuse, reporting suspected and witnessed child sexual abuse, and appropriate practices relating to physical touch and personal care assistance.</p> <p>Children and their families, staff, partner organisations and general members of the public can easily access all complaint and incident reporting policies and procedures, and submit any suspicions or</p>

		<p><u>5: Suitability of workers</u></p> <p><u>7: Knowledge & skills</u></p> <p><u>4: Equity & diversity</u></p>	<p>easily accessible, and well-written complaint and incident reporting policies and procedures encourage reporting from children and their families, staff, partner organisations, and general members of the public.</p> <p>All employees are subject to stringent background checks, and partake in mandatory child-safe training. This includes identifying sexual abuse, understanding, respecting, and supporting children with diverse needs, abilities and backgrounds, and appropriate personal care and physical contact practices.</p> <p>Baseline expectations for staff allow for only the most appropriate and qualified staff to be employed.</p>			<p>incidents of sexual abuse.</p>
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8: Physical & online environments

2: Children's participation

10: Policies & procedures

Situational prevention approaches in relation to the physical environment, such as but not limited to, a second staff member being present, increasing natural surveillance, and educating children about their rights and boundaries regarding appropriate touch and personal intimate care, mitigate the risk of occurrence of sexual abuse.

Prospr employees must abide by the social media, mobile phone usage, and technology policies in the Employee handbook, which prohibit any social media or online contact with children and young people in our care, or using their personal mobile phone whilst on shift.

			<p>Readily accessible Prospr Code of Conduct, Child Safe Policy, Risk Management Plan, and Employee Handbook clearly identify parameters, acceptable behaviours, and guidelines relating to acceptable physical touch and assisting children with personal care in a safe, transparent, and non-intrusive manner.</p> <p>The combination of these protective strategies and interventions:</p> <ul style="list-style-type: none">1 - Increase the effort needed to engage in offending behaviour2 - Increase the risk of the offender being caught, and3 - Remove any excuses for poor behaviour.			
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Identified Risk & Description	Risk Level	Child Safe Standard	Protective Strategies & Interventions	Governance	Timeframe	Outcome
<p>Children and young people become subject to physical abuse</p> <p>Physical abuse can take place in many forms, including but not limited to, physical punishment, pushing, shoving, punching, slapping, kicking, burns, choking or bruising, and threatening to physically harm a child.</p> <p>According to the Office of the Children’s Guardian Annual Report 2022–23, physical abuse was the most reported type of allegation; with 62% of assault allegations being notified by designated out-of-home care agencies.</p>	<p>Medium</p> <p>Likelihood = Unlikely</p> <p>Consequence = Major</p>	<p>1: Leadership & culture</p> <p>2: Children’s participation</p> <p>6: Complaint handling</p>	<p>Prospr values, policies, procedures, and practices are based on the Paramountcy Principle, ensuring that every decision and action prioritises the welfare of the children we serve.</p> <p>We actively strive to listen to the voice of the children and young people we serve.</p> <p>Our culture of reporting, regardless of the nature or supposed severity of the allegation, can help prevent physical abuse from occurring, or to be detected in its early stages. Our clear,</p>	<p>Director</p>	<p>6 months</p>	<p>All staff are appropriately inducted, trained, and informed on identifying child physical abuse, reporting suspected and witnessed child physical abuse, and appropriate practices relating to emotional regulation and physical touch.</p> <p>All staff are trained in therapeutic interventions in providing emotional support to children and young people in the face of pain-based behaviours.</p>

		<p><u>5: Suitability of workers</u></p> <p><u>7: Knowledge & skills</u></p> <p><u>4: Equity & diversity</u></p>	<p>easily accessible, and well-written complaint and incident reporting policies and procedures encourage reporting from children and their families, staff, partner organisations, and general members of the public.</p> <p>All employees are subject to stringent background checks, and partake in mandatory child-safe training. This includes identifying physical abuse, understanding, respecting, and supporting children with diverse needs, abilities and backgrounds, and appropriate personal care and physical contact practices.</p> <p>Baseline expectations for staff allow for only the most appropriate and qualified staff to be employed.</p>			<p>All staff have regular and ongoing supervision sessions with their direct manager, where their progress, challenges, and areas for improvement are discussed.</p> <p>Children and their families, staff, partner organisations and general members of the public can easily access all complaint and incident reporting policies and procedures, and submit any suspicions or incidents of physical abuse.</p>
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8: Physical & online environments

Situational prevention approaches in relation to the physical environment, such as but not limited to, a second staff member being present, increasing natural surveillance, and educating children about their rights and boundaries regarding appropriate touch and positive behaviour support techniques, mitigate the risk of occurrence of physical abuse.

2: Children's participation

10: Policies & procedures

Readily accessible Prospr Code of Conduct, Child Safe Policy, Risk Management Plan, and Employee Handbook clearly identify parameters, acceptable responses, behaviours, and guidelines relating to acceptable physical touch and positive

		<p><u>5: Suitability of workers</u></p>	<p>behaviour support in a safe, therapeutic, and non-intrusive manner.</p> <p>Child-safe recruitment and induction processes, regular staff support, mentoring, and supervision ensure consistency in organisational understanding of appropriate conduct regarding physical touch and positive behaviour support.</p> <p>The combination of these protective strategies and interventions:</p> <p>1 - Increase the effort needed to engage in offending behaviour 2 - Increase the risk of the offender being caught, and 3 - Remove any excuses for poor behaviour.</p>			
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Identified Risk & Description	Risk Level	Child Safe Standard	Protective Strategies & Interventions	Governance	Timeframe	Outcome
<p>Children and young people become subject to neglectful practices</p> <p>Neglect occurs when a child is not provided with adequate food, supervision, medical care, shelter or protection. Research indicates that children who have been neglected can be more vulnerable to sexual victimisation due to the impacts of neglect, including, low self-esteem, social isolation, and a heightened need for connection</p> <p>According to the Office of the Children’s Guardian Annual Report 2022–23, the majority of neglect allegations (69%) were notified by designated out-of-home care agencies.</p>	<p>Medium</p> <p>Likelihood = Unlikely</p> <p>Consequence = Moderate</p>	<p><u>1: Leadership & culture</u></p> <p><u>6: Complaint handling</u></p>	<p>Prosr values, policies, procedures, and practices are based on the Paramountcy Principle, ensuring that every decision and action prioritises the welfare of the children we serve.</p> <p>Our culture of reporting, regardless of the nature or supposed severity of the allegation, can help prevent neglectful practices from occurring, or to be detected in its early stages. Our clear, easily accessible, and well-written complaint and incident reporting policies and procedures encourage reporting from children and</p>	<p>Director</p>	<p>6 months</p>	<p>All staff are appropriately inducted, trained, and informed on identifying neglect, and providing a high standard of care, protection, and supervision to children and young people we serve.</p> <p>All staff have regular and ongoing supervision sessions with their direct manager, where their progress, challenges, and areas for improvement are discussed.</p>

		<p><u>2: Child participation</u></p> <p><u>3: Families & communities</u></p> <p><u>9: Continuous improvement</u></p>	<p>their families, staff, partner organisations, and general members of the public.</p> <p>Actively seeking child and family participation in the creation and reviews of our values, policies, procedures, and practices provides great insight into preventing neglectful practices. This is especially true for our Family Visit Supervision and Support services, where oversight is necessary for safety, but a welcoming, warm, and connected environment is still maintained.</p>			<p>Children and their families, staff, partner organisations and general members of the public can easily access all complaint and incident reporting policies and procedures, and submit any suspicions or incidents of neglectful practices.</p>
		<p><u>2: Child participation</u></p> <p><u>3: Families & communities</u></p>	<p>Children and their families also understand the unique needs and desires of children with diverse needs, abilities and backgrounds, and</p>			

		<p><u>4: Equity & diversity</u></p> <p><u>5 - Employee suitability</u></p> <p><u>7: Knowledge & skills</u></p> <p><u>10: Policies & procedures</u></p>	<p>knowledge of this is key to providing a tailored service which prevents or mitigates abuse and neglect.</p> <p>All employees are subject to stringent background checks, and partake in mandatory child-safe training relating to identifying abuse and neglect, and preventing neglectful practices from occurring.</p> <p>Baseline expectations for staff allow for only the most appropriate and qualified staff to be employed.</p> <p>Readily accessible Prospr Code of Conduct, Child Safe Policy, Risk Management Plan, and Employee Handbook clearly identify parameters, acceptable responses,</p>			
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			<p>behaviours, and guidelines relating to the standard of care required in order to connect with children and young people, meet their needs, and avoid any neglectful practices.</p> <p>Child-safe recruitment and induction processes, regular staff support, mentoring, and supervision ensure consistency in organisational understanding of appropriate conduct regarding the supervision, care, and protection of children and young people</p>			
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Identified Risk & Description	Risk Level	Child Safe Standard	Protective Strategies & Interventions	Governance	Timeframe	Outcome
<p>Children and young people become subject to online grooming or abuse</p> <p>Both the physical and online environment can provide opportunities for child grooming and subsequent abuse to occur.</p> <p>A 2021 survey conducted by the eSafety Commissioner found over 50% of Australian teens aged 14-17 had negative experiences online (over a 6-month trial period); with 20% of these experiences relating to receiving inappropriate, unwanted content such as pornography or violent material, and 15% were based on receiving online threats or abuse.</p>	<p>Medium</p> <p>Likelihood = Rare</p> <p>Consequence = Major</p>	<p><u>1: Leadership & culture</u></p> <p><u>6: Complaint handling</u></p>	<p>Prospr values, policies, procedures, and practices are based on the Paramountcy Principle, ensuring that every decision and action prioritises the welfare of the children we serve.</p> <p>Our culture of reporting, regardless of the nature or supposed severity of the allegation, can help prevent online grooming from occurring, or to be detected in its early stages. Our clear, easily accessible, and well-written complaint and incident reporting policies and procedures encourages reporting from children and their families, staff,</p>	<p>Director</p>	<p>6 months</p>	<p>All staff are appropriately inducted, trained, and informed on identifying grooming practices, and maintaining their personal and professional boundaries whilst upholding a high standard of care, protection, and supervision to children and young people we serve.</p> <p>Children and their families, staff, partner organisations and general members of the public can easily access all complaint and incident reporting</p>

		<p><u>5: Suitability of workers</u></p>	<p>organisations, and general members of the public.</p> <p>All employees are subject to stringent background checks, and partake in mandatory child-safe training relating to identifying online grooming, as well as appropriate social media conduct and online engagement, as a condition of their employment at Prospr.</p> <p>Baseline expectations for staff allow for only the most appropriate and qualified staff to be employed.</p>			<p>policies and procedures, and submit any suspicions or incidents of grooming.</p>
		<p><u>8: Physical & online environments</u></p>	<p>As explicitly outlined in our Child Safe Code of Conduct and Employee Handbook, Prospr employees are not permitted to have any social media, telephone, or other online contact with</p>			

			<p>children, young people, and their families. Prospr employees are also prohibited from making any physical contact with children, young people, and their families outside of their working hours and duties.</p> <p>This regulation significantly reduces the risk of grooming, online or in person, which helps prevent various forms of abuse against children.</p>			
Identified Risk & Description	Risk Level	Child Safe Standard	Protective Strategies & Interventions	Governance	Timeframe	Outcome

<p>Children and young people become subject to emotional abuse</p> <p>Emotional abuse encapsulates any behaviour which damages the confidence and self-esteem of a child or young person, resulting in serious emotional deprivation, trauma or disturbance.</p> <p>These behaviours, including bullying, abusive language, witnessing drug or domestic abuse, and intimidation, convey to a child the message that they are worthless, flawed, unloved, unwanted, endangered, or only of value to meet someone else's needs.</p>	<p>Medium</p> <p>Likelihood = Possible</p> <p>Consequence = Moderate</p>	<p><u>1: Leadership & Culture</u></p> <p><u>2: Children's participation</u></p> <p><u>6: Complaint handling</u></p> <p><u>2: Child participation</u></p> <p><u>4: Equity & diversity</u></p>	<p>Prospr values, policies, procedures, and practices are based on the Paramouncy Principle, ensuring that every decision and action prioritises the welfare of the children we serve.</p> <p>We actively strive to listen to the voice of the children and young people we serve.</p> <p>Having a culture of reporting, regardless of the nature or supposed severity of the allegation, can help prevent emotional abuse from occurring, or to be detected.</p> <p>All employees are subject to stringent background checks, and partake in mandatory child-safe training relating to</p>	<p>Director</p>	<p>6 months</p>	<p>All staff are appropriately inducted, trained, and informed on identifying child emotional abuse, reporting suspected and witnessed child emotional abuse, and appropriate practices relating to contact and engagement with children.</p> <p>All staff are trained in therapeutic interventions in providing emotional support to children and young people in the face of pain-based behaviours.</p> <p>All staff have regular and ongoing supervision sessions with</p>
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		<p><u>5: Employee suitability</u></p> <p><u>7: Knowledge & skills</u></p> <p><u>8: Physical & Online environments</u></p>	<p>identifying emotional abuse, understanding, respecting, and supporting children and young people with diverse needs, abilities and backgrounds, as well as appropriate emotional regulation and practices, as a condition of their employment at Prospr.</p> <p>Baseline expectations for staff allow for only the most appropriate and qualified staff to be employed.</p> <p>As explicitly outlined in our Child Safe Code of Conduct and Employee Handbook, Prospr employees are not permitted to have any social media, telephone, or other</p>			<p>their direct manager, where their progress, challenges, and areas for improvement are discussed.</p> <p>Children and their families, staff, partner organisations and general members of the public can easily access all complaint and incident reporting policies and procedures, and submit any suspicions or incidents of emotional abuse.</p>
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			<p>online contact with children, young people, and their families. Prospr employees are also prohibited from making any physical contact with children, young people, and their families outside of their working hours duties.</p> <p>This regulation greatly minimises the risk of children and young people being exposed to forms of online emotional abuse.</p>			
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The Child Safe Standards



STANDARD 1

Child safety is embedded in organisational leadership, governance and culture



STANDARD 3

Families and communities are informed and involved



STANDARD 2

Children participate in decisions affecting them and are taken seriously

STANDARD 4

Equity is upheld and diverse needs are taken into account



STANDARD 5

People working with children are suitable and supported



STANDARD 6

Processes to respond to complaints of child abuse are child focused



STANDARD 7

Staff are equipped with the knowledge, skills and awareness to keep children safe through continual education and training



STANDARD 8

Physical and online environments minimise the opportunity for abuse to occur



STANDARD 9

Implementation of the Child Safe Standards is continuously reviewed and improved



STANDARD 10

Policies and procedures document how the organisation is child safe

References

- 1) Office of the Children's Guardian 2023, '*Annual Report 2022–23*', Sydney,
<https://ocg.nsw.gov.au/sites/default/files/2023-10/R_OCG_AnnualReport22-23.pdf>
- 2) eSafety Commissioner 2021, '*The digital lives of Aussie teens*', Canberra,
<<https://www.esafety.gov.au/sites/default/files/2021-02/The%20digital%20lives%20of%20Aussie%20teens.pdf>>