



Risk management plan to support child safety

Refer to Greenvale Basketball Club Child Safe Policy <https://greenvalegrizzlies.files.wordpress.com/2020/10/child-safe-policy-2020.pdf>.

For further information on the Child Safe Standards, refer to: <https://ccyp.vic.gov.au/child-safety/>

Hazard(s)	Likelihood	Consequence	Risk level (un-treated)	Mitigation controls and treatments	Responsibility for implementing the controls and treatments	Risk level (following treatment)
Unintentional harm						
Poor physical environment leading to injury	Moderate	Minor	High	<ul style="list-style-type: none"> Broadmeadows Basketball Association have processes in place to ensure the safe state of basketball courts prior to commencing the day's games. Team managers, coaches, Club Committee members and parents have the right to inform venue staff if the court and/ or venue is unsafe or unsuitable for games. 		Low

Hazard(s)	Likelihood	Consequence	Risk level (un-treated)	Mitigation controls and treatments	Responsibility for implementing the controls and treatments	Risk level (following treatment)
Poor supervision	Moderate	Insignificant	Low	<ul style="list-style-type: none"> Coaches and team managers vetted to ensure they are suitable for the role/s. Coaches and team managers's behaviour bound by the Club Code of Conduct and role descriptions. Every team has at least the coach and/ or the team manager present at every training session. Broadmeadows Basketball Association requires a coach is on the players' bench prior to the commencement of every game – monitored by on court referees. Team managers, coaches and Club Committee members to monitor childrens' movements. 		Low
Lost children	Unlikely	Minor	Low	<ul style="list-style-type: none"> Staff, team managers, coaches, parents and Club Committee members throughout the venue to monitor childrens' movements. Lost children to be taken to the front desk. PA system to be used to assist finding the parent/guardian. 		Low

Hazard(s)	Likelihood	Consequence	Risk level (un-treated)	Mitigation controls and treatments	Responsibility for implementing the controls and treatments	Risk level (following treatment)
High-risk activity	Likely	Moderate	High	<ul style="list-style-type: none"> Physical, fitness and basketball skills taught during training sessions decreases likelihood of being injured through normal training and game situations. Team managers and coaches are encouraged to take first aid kits to training and games. Broadmeadows Basketball Association have first aid trained personnel in attendance on game days. Ambulance and/or emergency services to be contacted by the team manager, coach, parent or Broadmeadows Basketball Association, if required. 		Low
Lack of risk mitigation strategies in place	Unlikely	Moderate	Low	<ul style="list-style-type: none"> This risk management plan is reviewed on an annual basis to ensure it remains relevant and reflects all current risks. The Club Committee discusses issues and risks raised at regular Committee meetings, nominates members responsible for delivering agreed actions, and monitors actions from previous meetings to ensure actions are completed. Greenvale Basketball Club has a representative on the Junior Domestic Sub Committee, at which risks and issues at the association-level can be raised. 	Club Committee of management (chaired by the President)	Low
Physical abuse						
Physical punishment	Rare	Moderate	Low	<ul style="list-style-type: none"> 		Low
Pushing, shoving	Moderate	Insignificant	Low	<ul style="list-style-type: none"> 		Low

Hazard(s)	Likelihood	Consequence	Risk level (un-treated)	Mitigation controls and treatments	Responsibility for implementing the controls and treatments	Risk level (following treatment)
Punching, slapping, biting, kicking	Rare	Moderate	Low	▪		Low
Psychological abuse						
Bullying	Unlikely	Moderate	Medium	▪		Medium
Threatening language	Unlikely	Moderate	Medium	▪		Medium
Shaming	Unlikely	Moderate	Medium	▪		Medium
Intentional ignoring and isolating (either face-to-face, online or via other technology)	Moderate	Moderate	High	▪		Medium
Cultural abuse						
Lack of cultural respect	Moderate	Moderate	High	▪		Medium
Racial or cultural vilification or discrimination	Unlikely	Moderate	Medium	▪		Medium
Lack of support to enable a child to be aware of and express their cultural identity	Unlikely	Moderate	Medium	▪		Medium
Neglect						
Lack of supervision	Moderate	Insignificant	Low	▪		Low

Hazard(s)	Likelihood	Consequence	Risk level (un-treated)	Mitigation controls and treatments	Responsibility for implementing the controls and treatments	Risk level (following treatment)
Not providing adequate nourishment	Moderate	Moderate	High	<ul style="list-style-type: none"> Broadmeadows Basketball Association Extreme Heat Policy is activated during extreme weather conditions, reducing likelihood of heatstroke and dehydration. 		Medium
Not providing adequate clothing or shelter	Rare	Insignificant	Low	<ul style="list-style-type: none"> 		Low
Not meeting the specific physical or cognitive needs of children	Rare	Insignificant	Low	<ul style="list-style-type: none"> 		Low
Sexual abuse						
Sexual abuse, assault and exploitation	Unlikely	Major	High	<ul style="list-style-type: none"> 		High
Grooming	Unlikely	Major	High	<ul style="list-style-type: none"> 		High
Inappropriate touching	Moderate	Major	Extreme	<ul style="list-style-type: none"> 		High
Inappropriate conversations of a sexual nature (either face-to-face, online or via other technology)	Unlikely	Major	High	<ul style="list-style-type: none"> 		High
Crossing professional boundaries	Unlikely	Major	High	<ul style="list-style-type: none"> 		High

Legend: Determining risk level

Likelihood of incident occurring	Consequences of incident occurring					Developing risk controls:
	Insignificant (no injuries) Minor (first aid treatment)	Minor (first aid treatment or disciplinary action)	Moderate (medical or professional treatment)	Major (extensive physical or psychological injuries)	Catastrophic (death or permanent physical or psychological disability)	
Almost certain (expected to occur in most circumstances)	H	H	E	E	E	HIERARCHY OF CONTROLS (in order of effectiveness): Elimination: elimination of the risk is the first option to be considered and the most effective. Substitution: where an item that presents the hazard is replaced by an alternative item that does the same job, but is a lower risk. Isolation: is used to isolate the hazard from individuals. Engineering: changing the process and/or equipment to reduce the risk. Administrative: includes implementing procedures, rosters, and providing training. Personal Protective Equipment: personal protective clothing and equipment worn to reduce the risk of exposure to the hazard.
Likely (probably occur in most circumstances)	M	H	H	E	E	
Moderate (could occur at some time)	L	M	H	E	E	
Unlikely (not likely to occur, but possible)	L	L	M	H	E	
Rare (may occur only in exceptional circumstances)	L	L	M	H	H	

Risk Level Key:

E = extreme risk; H = high risk; M = moderate risk; L = low risk

Plan review

This risk management plan will be reviewed annually to ensure it remains relevant to the Greenvale Basketball Club operations and reflects both community expectations and legal requirements.

Next plan review date is: 1/9/21