



QBLAI CHILD AND YOUTH RISK MANAGEMENT STRATEGY STATEMENT OF COMMITMENT

Queensland Blue Light Association Incorporated (QBLAI) is committed to the safety and wellbeing of all children and young people, including those who participate in our activities and programs. QBLAI expects all employees and volunteers to treat children and young people with respect and understanding and address their concerns at all times.

The QBLAI Board of Directors identifies the safety of children and young people as the association's primary strategic risk. As an association, we are committed to:

- Creating and maintaining a culture that puts the safety of children and young people at the forefront of everything we do;
- Protecting children and young people from all forms of abuse, grooming, bullying and exploitation;
- Acknowledging that protecting children is everyone's business;
- Complying with all current legislative requirements;
- Meeting all statutory requirements to maintain various accreditations;
- Ensuring all QBLAI employees and volunteers clearly understand their obligations with regard to protecting children and young people;
- Ensuring all QBLAI policies and procedures relating to the welfare of children and young people are strictly complied with;
- Ensuring that all affiliate branches have localised procedures that clearly support and comply with this strategy;
- Allocating adequate resources to ensure the effective implementation of this Strategy;
- Having a robust reporting regime in place for recording and investigating all incidents;
- Empowering and engaging children and young people to ensure procedures best meet their needs;
- Developing and supporting a culture of continuous improvement and accountability for the protection of children and young people.

Scope

This strategy applies to all QBLAI employees, volunteers, directors, contractors, approved providers and consultants.

Child and Youth Risk Management Strategy policies and procedures

The QBLAI Child and Youth Risk Management Strategy consists of a set of policies and procedures which comply with the legislative framework outlined in the Working with Children (Risk Management and Screening) Act 2000 and Working with Children (Risk Management and Screening) Regulations 2011 to keep children and young people safe.

- QBLAI Code of Conduct
- QBLAI Recruitment Policy
- QBLAI Child and Youth Protection Policy
- QBLAI Handling Disclosures and Suspicions of Harm Policy
- QBLAI Procedure for Handling Breaches
- QBLAI Working with Children Checks Policy



Communication and Support

QBLAI is responsible for adopting, implementing and complying with this Strategy, which includes having procedures in place to publish, distribute and implement its related policies and procedures. QBLAI will also have strategies for communication and support for all stakeholders including children and young people. This includes providing written information and training materials to all stakeholders outlining the child and youth risk management strategy.

Plan for Managing Breaches

A breach is any action or inaction by any member of the organisation, including children and young people, that fails to comply with any part of this strategy. This includes any breach in relation to:

- statement of commitment to the safety and wellbeing of children and the protection of children from harm;
- code of conduct for interacting with children and young people;
- procedures for recruiting, selecting, training and managing paid employees and volunteers;
- policies and procedures for handling disclosures or suspicions of harm, including reporting guidelines;
- policies and procedures for implementing and reviewing the Child and Youth Risk Management strategy and maintaining an employee Blue Card register;
- risk management plans for high risk activities and special events; and
- strategies for communication and support.

Breaches will be managed in a fair, unbiased and supportive manner.

- All people concerned will be advised of the process;
- All people concerned will be able to provide their version of events;
- The details of the breach including the versions of all parties and the outcome will be recorded;
- Matters discussed in relation to the breach will be kept confidential; and
- An appropriate outcome will be decided.

Depending on the nature of the breach, outcomes may include:

- emphasising the relevant component of the Child and Youth Risk Management Strategy, for example, the Code of Conduct;
- providing closer supervision;
- further education and training;
- mediating between those involved in the incident (where appropriate);
- disciplinary procedures if necessary; or
- reviewing current policies and procedures and developing new policies and procedures if necessary.

Maintaining Commitment

To ensure continued compliance with all required legislation, statutory requirements and best practice procedures, QBLAI will review and update the Child and Youth Risk Management strategy biennially. The biennial review will consider whether policies and procedures were followed; whether incidents relating to children and young people's risk management issues occurred; the process used to manage any incidents; the effectiveness of the policies and procedures in preventing or minimising harm to children and young people; and the content and frequency of training in relation to the Child and Youth Risk Management Strategy.



Related documents	QBLAI Child and Youth Protection Policy; QBLAI Code of Conduct; QBLAI Recruitment Policy; QBLAI Handling Disclosures and Suspicions of Harm; QBLAI Procedure for Handling Breaches; QBLAI Working with Children Checks Policy
Policy Owner	QBLAI State Coordinator
Approved by	<i>QBLAI State Board</i>
Last Review Date	8/5/21
Next Review Date	8/5/23