



## QBLAI CHILD & YOUTH RISK MANAGEMENT STRATEGY

### CHILD AND YOUTH PROTECTION POLICY

#### Policy Statement

QBLAI is committed to providing a safe and secure environment and protection to all children in our care.

#### Scope

This policy applies to all QBLAI employees including but not limited to executives, managers, staff, contractors, consultants, members, volunteers, and approved providers.

#### Objective

The Child and Youth Protection Policy aims to assist QBLAI in upholding its core values to provide a safe, fair and inclusive environment for all children and youth. It sets out our commitment to ensure that everyone involved with QBLAI is protected from discrimination, harassment and abuse. It ensures that everyone involved in QBLAI is aware of their legal and ethical rights and responsibilities and the standards of behaviour expected of them through:

- Adherence to legislative requirements;
- Employee and volunteer training;
- Appropriate notification methods; and
- Strict recruitment and selection procedures.

#### Working with Children and Youth

Strict guidelines and practices must be followed for all employees and volunteers who undertake child-related activities with QBLAI. The following rules are to be followed at all times:

- Persons working with children or youth under 18 must maintain an open door policy when conducting activities, programs, briefings or meetings;
- It is preferable to have 2 adults present during activities, programs, meetings and briefings where under 18s are present;
- Both male and female adults or parents/caregivers must accompany under 18s in all QBLAI activities away from our regular branch activities.

It is important that people working with under 18s do not engage in or allow others to engage in any of the following:

- Initiation ceremonies
- Inappropriate dressing/undressing in front of youth
- Invading the privacy of youth when showering or toileting
- Photographing youths while dressing, showering, toileting and other circumstances
- Sleeping in close quarters with youth without a second adult present
- Aggressive, physical distressing or sexually provocative activities
- Sexually suggestive comments to or about youth
- Inappropriate or intrusive touching
- Joking about, ridiculing, rejecting, isolating or belittling a youth or child.



### Social media and photography

In accordance with QBLAI marketing and promotions procedures, participants of our activities and events will be made aware of the potential of photography at any event through physical signage and/or permission forms which may be used to promote the association. It is also a requirement that QBLAI employees and volunteers are not friends with children from our services on any social media platform.

### Legislative requirements

This policy has been developed to ensure that QBLAI adheres to all relevant and current legislation:

- Working with Children (Risk Management and Screening) Act 2000
- Working with Children (Risk Management and Screening) Regulation 2011
- Child Protection Act 1999
- National Quality Standards

Related documents	QBLAI Child and Youth Risk Management Statement of Commitment; 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
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