

6.3. Child and Youth Risk Management Strategy

Version	Date reviewed	Date endorsed	Content reviewed/purpose
1		2 March 2010	"Child Protection Risk Management Plan" introduced
2	July 2021	8 August 2021	Re-written to comply with Queensland Blue Card organisation requirements
3	Jan 2024	February 2024	Updated to reflect OA's adoption of National Integrity Framework and OA's updated Operations Guide

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6.3.1. Statement of commitment

Orienteering Queensland provides outdoor activities for children and young people that combine physical activity with a mental challenge. Participation in orienteering develops young people's decision-making skills, spatial awareness, connection with nature, resilience and sense of adventure.

As a constituent member of Orienteering Australia (OA), Orienteering Queensland (OQ) is committed to the safety and well-being of all children and young people who participate in our sport or access our services. We support the rights of the child and will act at all times to ensure that a child-safe environment is maintained.

OQ has developed a Child and Youth Risk Management Strategy to foster a safe and supportive environment for children and young people by

- promoting a culture of awareness of the safety of children and young people;
- identifying potential risks of harm and implementing strategies to minimise this risk;
- communicating effectively with volunteers and employees to ensure that they understand their obligations;
- communicating effectively with young people and their families to ensure our policies meet their needs.

The Strategy is supported by Orienteering Australia's [Safeguarding Children and Young People Policy](#), and applies to all members, participants, employees, contractors, volunteers and member

clubs of Orienteering Queensland, with respect to any dealings relating to a person under 18 years arising from the involvement of either party in any capacity with orienteering.

As President of Orienteering Queensland, I am personally committed to ensuring that everyone associated with the organisation complies with the policy.

Juliana de Nooy
President,
Orienteering Queensland
January 2024

Related policies			
Orienteering Australia	Safeguarding Children and Young People Policy	Sep 2023	

6.3.2. Code of Conduct

OQ subscribes to Orienteering Australia's Safeguarding Children and Young People Policy, which prioritises the safety and well-being of children and young people involved in our sport, and is complemented by the OA Code of Conduct. In addition, coaches must sign the ASC-OA Coach Code of Conduct – Orienteering in order to become accredited.

Related policies & resources			
Orienteering Australia	Safeguarding Children and Young People Policy	Sep 2023	Annexure B: Child/Young Person Safe Practices (pp.11-15)
Orienteering Australia	Code of Conduct	Nov 2022	
Australian Sports Commission/ Orienteering Australia	ASC-OA Coach Code of Conduct – Orienteering		

6.3.3. Recruitment, selection, training and managing staff and volunteers

OQ works to ensure that suitable and appropriate people are engaged to work with children, especially in coaching activities, and that information and training are provided to enhance the knowledge and skills of employees and volunteers and reduce exposure to risks.

6.3.3.1. Recruitment and Screening

Recruitment and screening procedures are detailed in Appendices 2-5 of OA's Safeguarding Children and Young People Policy.

Working with Children Checks are conducted for employees and volunteers who work with children. All those who do not fall under one of the exemption categories listed by the Queensland Government must obtain a Blue Card.

Coaches must also obtain OA Coach Accreditation.

6.3.3.2. Training and Management

Employees and volunteers who work with children are made aware and regularly reminded of the child safety policies and procedures they need to comply with, in particular the Child/Young Person Safe Practices and the procedures to be followed if there is a disclosure or suspicion of harm.

All employees and volunteers who work with children must complete Sport Integrity Australia's Safeguarding Children and Young People in Sport Induction. For coaches, this forms part of their accreditation requirements. In addition, event organisers complete the OQ Event Safety Induction program regularly.

Related policies & resources			
Orienteering Australia	Safeguarding Children and Young People Policy	Sep 2023	--Recruitment procedures: Appendices 2-5 --Annexure A: Responding to Risk of Abuse & Harm to Children & Young People --Annexure B: Child/Young Person Safe Practices (pp.11-15)
Sport Integrity Australia	Safeguarding Children and Young People in Sport Induction		
Orienteering Queensland	Event Safety Induction	May 2023	

6.3.4. Handling of disclosures or suspicions of harm

6.3.4.1. Definition of harm

Orienteering Queensland adopts the definitions of Orienteering Australia's [Safeguarding Children and Young People Policy](#) (see Section 2: Bullying, Child Abuse, Grooming, Harassment, Harmful Behaviour Towards a Child/Young Person, Prohibited Conduct, Victimisation).

6.3.4.2. Responding to disclosures or suspicions of harm

If someone has knowledge or a reasonable suspicion that a child has suffered, is suffering, or is at risk of suffering, significant harm, they must report it as soon as possible, following the procedures outlined in Annexure A of OA's [Safeguarding Children and Young People Policy](#):

- If there is immediate danger, call 000 for medical and/or police assistance
- Report the risk of harm to the police and/or Queensland Child Safety Services
- Inform OA's National Integrity Manager

Related policies & resources			
Sport Integrity Australia	SIA Flow Chart Reporting & Responding to a Breach		
Queensland Government	Reporting Child Abuse Child Safety Services		
Orienteering Australia	Safeguarding Children and Young People Policy	Sep 2023	Annexure A: Responding to Risk of Abuse & Harm to Children & Young People

Orienteering Australia	Child Safe Contact: National Integrity Manager		Andrew Shipton: integrity@orienteering.asn.au
Australian Government - Australian Institute of Family Studies	Responding to children and young people's disclosures of abuse		

6.3.5. Managing breaches

Employees, volunteers, members and participants involved in OQ activities must comply with OA's Safeguarding Children and Young People Policy. Breaches of the policy will be handled in accordance with OA's [Complaints Disputes and Discipline Policy](#), which is designed to ensure that allegations of Prohibited Conduct are managed through an effective, consistent and timely process, which is fair and transparent.:

- Breaches causing a risk of significant harm to a child or young person must be reported as in 4.2 above.
- For other breaches, a confidential Complaint or Report should be submitted either to Sport Integrity Australia or to the Integrity Manager of Orienteering Australia.

OQ's Member Protection Information Officer (MPIO) is available to offer advice in the event of a breach or suspected breach.

Related policies & resources			
Sport Integrity Australia	Make and Integrity Complaint or Report		Online web form 13 000 27232
Sport Integrity Australia	SIA Flow Chart Reporting & Responding to a Breach		
Orienteering Australia	Complaints Disputes and Discipline Policy	Sep 2023	
Orienteering Australia	Integrity		
Orienteering Australia	Child Safe Contact: National Integrity Manager		Andrew Shipton: integrity@orienteering.asn.au
Orienteering Queensland	Member Protection Information Officer		memberprotection2@oq.asn.au

6.3.6. Compliance with the blue card system

The OQ Management Committee has determined that those in the following positions require a blue card:

1. members of the OQ Management Committee
2. the Junior Development Officer
3. managers of the following squads: ultra-mini cyclones, mini-cyclones, junior cyclones, Qld Schools Team
4. all accredited coaches
5. anyone involved in coaching people under 18 years of age in orienteering, unless they fall into the exemption categories listed by the Queensland Government.

The OQ Member Protection Information Officer and the OQ Administration Officer are jointly responsible for managing blue cards within OQ. They will:

- obtain lists of managers and coaches from the OQ Chair of Performance, the Junior Development Officer, and Camp coordinators to ensure that all of the above hold a blue card
- maintain a blue card register of staff and volunteers, using the Queensland Government Portal
- maintain confidentiality of all information in relation to blue card applications.

Related policies & resources			
Queensland Government	Blue Cards for working with children		

6.3.7. High risk activities and special events

OQ provides templates for risk assessment and risk management for high-risk activities and special events primarily involving children and young people, such as:

- Queensland Schools Orienteering Championships
- Training camps for junior orienteers

OA's [Safeguarding Children and Young People Policy](#) includes risk minimization strategies for coaching activities, overnight stays and transport arrangements.

Related policies & resources			
Orienteering Australia	Safeguarding Children and Young People Policy	Sep 2023	
Orienteering Queensland	Templates: - QSOC Risk Assessment - QSOC Risk Management Plan - Junior Camp Risk Management Plan - OQ Risk Management for Events	July 2021 July 2021 July 2021 Feb 2023	

6.3.8. Communication and support strategies

6.3.8.1. Communication Channels

OQ is committed to communicating the Strategy to all stakeholders including employees, contractors, officials, volunteers, children and young people, coaches, parents and guardians, through the following avenues:

- Direct communication with employees and volunteers working with children, providing them with information to assist them to:
 - understand how they are expected to behave towards children and young people and manage activities involving them
 - remain alert to the risk of child abuse
 - know how to respond to suspicions and disclosures of harm to children and young people

- Communication with junior orienteers and their families to ensure our policies meet their needs
- Prominent publication of Child Safeguarding information on the OQ website
- Regular reminders of Child Safeguarding information through the e-bulletin

6.3.8.2. Annual Review

To ensure that the Strategy remains current and effective in identifying and minimising risks of harm to children, it will be reviewed annually. Procedures will also be reviewed after any incident where a child or young person or is at risk of harm or a breach of the Strategy is identified.