

Child and Youth Risk Management Strategy

9.1

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

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 to ensure our policies meet their needs.

The Strategy applies to any employee or volunteer engaged by OQ and its constituent clubs, and is supported by the OA Member Protection Policy.

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
June 2021

Related policies			
Orienteering Australia	1.18 Member Protection Policy	Sep 2020	Preface

2. Code of conduct

OQ subscribes to OA’s Child Safe Sport Framework Code of Conduct, which prioritises the safety and well-being of children and young people involved in our sport, and is complemented by the Codes of

Conduct detailed in OA’s Member Protection Policy. In addition, coaches must sign the ASC-OA Coach Code of Ethics – Orienteering in order to become accredited.

Related policies & resources			
Orienteering Australia	1.31 Child Safe Sport Framework Code of Conduct	Oct 2020	
Orienteering Australia	1.18 Member Protection Policy	Sep 2020	Section 4 Code of Conduct Sections 7.2-7.4 Part B Attachments: Codes of Behaviour
Australian Sports Commission Orienteering Australia	ASC-OA Coach Code of Ethics – Orienteering		

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.

3.1 Recruitment and Selection

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 obtain OA Coach Accreditation and meet basic requirements of communication skills, experience and good character before being engaged as an employee or volunteer. References are obtained and referees are personally contacted before recruiting volunteers who are not already well known to the organisation. In addition to orienteering-specific training, coaches must read, understand and sign the ASC-OA Coach Code of Ethics – Orienteering form and complete the Sport Australia Community Coaching course in order to be accredited.

OA maintains a list of coaches accredited at Levels 1, 2, and 3. OQ maintains a list of coaches accredited at Level 0.

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:

- OA’s Child Safe Sport Framework Code of Conduct;
- the Child and Youth Risk Management Strategy, including procedures if there is a disclosure or suspicion of harm or if a complaint is made.

They are required to

- complete OQ’s Child Protection & Safety Induction module and associated assessment.
- participate in coach education in order to maintain their OA Coaching accreditation.

In addition, event organisers complete the OQ Event Safety Induction program annually.

Related policies & resources			
Orienteering Australia	1.18 Member Protection Policy	Sep 2020	Section 7.1 Part C
Orienteering Australia	1.31 Child Safe Sport Framework Code of Conduct	Oct 2020	Section 7.2
Orienteering Australia	Coaching accreditation requirements	under review	
Orienteering Queensland	Child Protection & Safety Induction module	under review	currently section 5 of Event Safety Induction. Will be available as a separate module for 2022.
Orienteering Queensland	Event Safety Induction	Mar 2021	
Sport Integrity Australia	Child Protection & Safeguarding Online Course	July 2021	

4. Handling of disclosures or suspicions of harm

4.1 Definition of harm

Harm is defined under the Child Protection Act 1999 as “any detrimental effect of a significant nature on the child’s physical, psychological or emotional well-being. For harm to be significant, the detrimental effect on the child’s well-being must be substantial or serious, more than transitory and must be demonstrable in the child’s presentation, functioning or behaviour”.

Harm may be categorised in the following types:

- physical abuse, for example, beating, shaking, burning, biting, causing bruise or fractures by inappropriate discipline, giving children alcohol, drugs or inappropriate medication
- emotional or psychological abuse, for example, constant yelling, insults, swearing, criticism, bullying, not giving children positive support and encouragement
- neglect, for example, not giving children sufficient food, clothing, enough sleep, hygiene, medical care, leaving children alone or children missing school, and
- sexual abuse or exploitation, for example, sexual jokes or touching, exposing children to sexual acts or pornography or having sexual intercourse with a child or young person under 16 years of age (even if the child appears to have consented).

4.2 Responding to children’s disclosures

The response to any disclosure of harm to a child or young person can be the first important step in preventing or stopping abuse and protecting them from further harm. OA’s Member Protection Policy E3: “Handling an allegation of child abuse” suggests simple guidelines for receiving a disclosure.

4.3 Suspicions of harm

If someone has a reasonable suspicion that a child has suffered, is suffering, or is at risk of suffering, significant harm, they should report it (see 4.4.) as soon as possible.

4.4 Reporting Responsibilities

If a child is believed to be in immediate danger or a life-threatening situation, the Police must be contacted immediately on 000.

Disclosures or suspicions of harm should be reported, as soon as possible,

- to the OQ Member Protection Information Officer, who can assist in ensuring that OA’s procedures for documenting and reporting allegations of child abuse are followed (Member Protection Policy E3: Handling an allegation of child abuse);
- or the local Club President, who will contact the OQ MPIO to ensure procedures are followed;
- or directly to the [Queensland Government’s Child Safety services](#).

Related policies & resources			
Orienteering Queensland	Contacts: <ul style="list-style-type: none"> - memberprotection2@oq.asn.au - https://oq.orienteering.asn.au/contact - https://oq.orienteering.asn.au/club-positions-contacts 		Member Protection Information Officer Local club contacts
Orienteering Australia	1.18 Member Protection Policy Part E: <ul style="list-style-type: none"> - E3: Handling an allegation of child abuse - E4: Confidential record of child abuse allegation 	Sep 2020	Part E Reporting Requirements & Documents/Forms
Australian Government - Australian Institute of Family Studies	Responding to children and young people’s disclosures of abuse		
Queensland Government	Reporting Child Abuse		

5. Managing breaches

Employees, volunteers, members, parents and children involved in OQ activities must comply with this Strategy. Failure to comply with any aspect of the Strategy, including procedures, Codes of Conduct and Risk Management Plans, should be reported to:

- the OQ Member Protection Information Officer. The MPIO may advise and inform the person reporting the breach, or may act on behalf or in support of the person making the complaint if requested.
- or to the local Club President, who will report it to the OQ Management Committee.
- or directly to a member of the OQ Management Committee.

Breaches that result in significant harm to a child or young person will be handled as in Section 4 above.

Other breaches will be managed in a fair, unbiased and supportive manner:

- a person or persons suitably removed from the incident will be appointed by the OQ Management Committee to manage the breach
- 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
- an appropriate outcome will be decided.

The key stages for management of a breach are:

1. Assessment and investigation of the alleged breach, reporting to the Police/Child Safety services if required
2. Review of all relevant evidence pertaining to the alleged breach
3. Decision about suitable consequences to be taken
4. Communicating finding and action taken to the individual, team or club

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

- emphasising the code of conduct or relevant part of the Strategy
- providing closer supervision
- further education and training
- mediation between those involved in an incident
- disciplinary procedures
- review of relevant OQ processes and policies to prevent a future breach

OQ is guided by the disciplinary measures outlined in section 10 of the OA Member Protection Policy.

Related policies & resources			
Orienteering Australia	1.18 Member Protection Policy	Sep 2020	Section 9 Breaches Section 10 Disciplinary measures

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		

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
- Mini-Cyclones camp
- Junior Cyclones camp
- Tour of Queensland Schools Orienteering Team to National Championships

OQ complies with OA's [Child Safe Sport Framework Code of Conduct](#) which includes risk minimization strategies for tours by representative teams and squads, overnight stays and transport arrangements.

Related policies & resources			
Orienteering Australia	1.31 Child Safe Sport Framework Code of Conduct	Oct 2020	
Orienteering Australia	1.18 Member Protection Policy	Sep 2020	Sections 7.2-7.4
Orienteering Queensland	Templates: - QSOC Risk Assessment - QSOC Risk Management Plan - Junior Camp Risk Management Plan - ASOC Tour Risk Management Plan	July 2021 July 2021 July 2021 pending	

8. Communication and support strategies

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 manage activities involving children
 - remain alert to the risk of child abuse
 - know how to identify potential child abuse and how to respond to disclosures, suspicions of harm, and complaints
- Prominent publication of the Strategy and supporting material on the OQ website including:
 - Codes of contact
 - Contact person for any concerns
 - Risk management templates

- Links in information for junior squads
- Consultation with junior squad members to ensure our youth policies meet their needs
- Updates and reminders on the Child and Youth Risk Management Strategy through the e-bulletin
- Raising awareness that the Member Protection Information Officer is available to help/inform any stakeholders where assistance is required.

8.2 Annual Review

To ensure that the Strategy remains current and effective in identifying and minimising risks of harm to children, the documents forming part of the Strategy are monitored and reviewed annually. They 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.

Related policies & resources			