



Deadly Inspiring Youth Doing Good Aboriginal & Torres Strait Islander Corporation

**Date of last amendment : 21/11/2022**

# Child and Youth Risk Management Strategy

## 1. Statement of Commitment

Deadly Inspiring Youth Doing Good Aboriginal & Torres Strait Islander Corporation is committed to taking all reasonable steps to promote the safety and wellbeing of children and young people that it supports and/or cares for and their protection from foreseeable harm

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## 2. Code of Conduct

All Deadly Inspiring Youth Doing Good Aboriginal & Torres Strait Islander Corporation Staff, students, and volunteers are required to comply with Deadly Inspiring Youth Doing Good Aboriginal & Torres Strait Islander Corporation Code of Ethics and Code of Behaviour. Additionally, at Deadly Inspiring Youth Doing Good Aboriginal & Torres Strait Islander Corporation Out of Home Care Licensed Care Services staff, students and volunteers are required to comply with the Statement of Standards, Section 122 of the Child Protection Act 1999.

Staff, students, and volunteers read and sign an agreement to comply with Deadly Inspiring Youth Doing Good Aboriginal & Torres Strait Islander Corporation Code of Ethics and Code of Behaviour and complete Standards of Care Training upon commencement of employment with the organisation. This process is refreshed every two (2) years.

## 3. Recruitment, training, and management procedures for staff

Deadly Inspiring Youth Doing Good Aboriginal & Torres Strait Islander Corporation is committed to recruiting, selecting, training, and managing employees in such a way that limits risks to children and young people. In particular, Deadly Inspiring Youth Doing Good Aboriginal & Torres Strait Islander Corporation will:

Ensure that its recruitment and selection procedures act to reduce the risk of harm to children from employees via:

- Accurate position descriptions, including the experience required and whether the successful applicant must hold or be enrolled and working towards a qualification as outlined in the Strengthening the Queensland Residential Care Workforce Minimum Qualification Standard Information Sheet or other qualification/s, whether a Blue Card is necessary for the successful applicant, whether a LCSII is necessary for the successful applicant, the responsibilities and supervision associated with the position, the nature and environment of the service provided to children and young people.
- Advertising the position with a clear statement about Deadly Inspiring Youth Doing Good Aboriginal & Torres Strait Islander Corporation commitment to safe and supportive work practices and identifying that candidates will be subject to Blue Card and LCSII screening

as per the requirements of the position, referee checks, identification verification and the requirement to disclose any information relevant to the candidates' eligibility to engage in activities including children and young people.

- A selection process that includes assessing the application via an interview process and referee and other checks (as identified above) based on the accurate position description.
- A probationary period of employment, which allows Deadly Inspiring Youth Doing Good Aboriginal & Torres Strait Islander Corporation to further assess the suitability of the new employee and to act as a check on the selection process.

Ensure that its training and management procedures act to reduce the risk of harm to children and young people from employees via:

- Management processes that are consistent, fair, and supportive.
- Performance management processes to help employees to improve their performance in a positive manner.
- Supportive processes for staff when they are experiencing challenges, such as mentoring, mediation, conflict resolution, coaching, additional training, and external support and counselling services.
- An induction program which thoroughly addresses Deadly Inspiring Youth Doing Good Aboriginal & Torres Strait Islander Corporation policies and procedures, particularly its expectations regarding children and young people risk management and to assist employees to understand their role in providing a safe and supportive environment for children and young people

Training new and existing staff on an ongoing basis to enhance skills and knowledge and to reduce exposure to risks, as follows:

- Deadly Inspiring Youth Doing Good Aboriginal & Torres Strait Islander Corporation's policies and procedures
- Identifying, assessing, and minimising risks to children and young people.
- Handling a disclosure or suspicion of harm to a child or young person.
- Keeping a record of the training provided to employees.
- Exit interviews to assist Deadly Inspiring Youth Doing Good Aboriginal & Torres Strait Islander Corporation to identify broader issues of concern that may impact on the safety and wellbeing of children and young people in the care of and/or supported by Deadly Inspiring Youth Doing Good Aboriginal & Torres Strait Islander Corporation.

#### **4. Reporting guidelines and directions for handling disclosures and suspicions of harm**

As workers that support and/or care for children and young people we have a moral obligation to

protect all children and young persons. As a service we have a requirement to inform Deadly Inspiring Youth Doing Good Aboriginal & Torres Strait Islander Corporation staff and other adults working with children and young people of their obligation under the Law. The procedures listed below outline the practices to follow in the event of suspicion or disclosure of

harm and steps to take to prevent harm from occurring. These procedures and related training areas provided to staff where required upon employment and refreshed every two (2) years.

Refer to the following Deadly Inspiring Youth Doing Good Aboriginal & Torres Strait Islander Corporation procedures:

- Reporting and Responding to Potential or Actual Harm, Abuse and/or Neglect
- Incident Management and Reporting

## **5. Managing breaches of this Child and Youth Risk Management Strategy**

Breaches of this Child and Youth Risk Management Strategy that occur as the result of any potential or

actual harm, abuse and/or neglect must be reported to relevant authorities such as the Department of Child Safety, Youth and Women or Queensland Police Service as per Deadly Inspiring Youth Doing Good Aboriginal & Torres Strait Islander Corporation Incident Management and Reporting Procedure.

Staff misconduct or failure to maintain duty of care that result in a breach of the Child and Youth Risk

Management Strategy must be managed by following Deadly Inspiring Youth Doing Good Aboriginal & Torres Strait Islander Corporation Misconduct and Disciplinary Action Procedures.

## **6. Risk management plans for high risk activities and special events**

What is a high-risk activity or special event? A high-risk activity or special event, due to their nature, will require extra planning to ensure that appropriate control measures are implemented to manage the identified risks. What Deadly Inspiring Youth Doing Good Aboriginal & Torres Strait Islander Corporation deems to be a high-risk activity or special event will be dependent on the nature of the activities or services being provided.

Why do you need to have risk management plans for high risk activities and special events?  
Forward

planning to identify risks and implement strategies can assist to reduce the possibility of children and young people being harmed. It is important to recognise that in order for a child or young person to suffer harm, there must be an opportunity for harm to arise. These opportunities can be reduced by developing and implementing Risk Assessments aligned with Deadly Inspiring Youth Doing Good Aboriginal & Torres Strait Islander Corporation's Risk Management Procedure.

## **7. Compliance with the requirements of the Blue Card System**

Deadly Inspiring Youth Doing Good Aboriginal & Torres Strait Islander Corporation Employment Requirements and Screening Policy and Guidelines outline how

Deadly Inspiring Youth Doing Good Aboriginal & Torres Strait Islander Corporation ensures that

all staff commencing, and continuing employment undergo Blue Card screening requirements and the Suitability Checks Register evidences this process.

This Child and Youth Risk Management Strategy will be reviewed annually. The annual review of the

Child and Youth Risk Management Strategy will consider:

- Whether the relevant procedures were followed
- Whether any incidents relating to children and young people's risk management issues occurred
- The actual process used to manage any incidents
- The effectiveness of Deadly Inspiring Youth Doing Good Aboriginal & Torres Strait Islander Corporation 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.

The review will be documented on Deadly Inspiring Youth Doing Good Aboriginal & Torres Strait Islander Corporation Master Document Register and any relevant changes to procedures will be appropriately communicated to staff.

## **8. Communication and Support**

Deadly Inspiring Youth Doing Good Aboriginal & Torres Strait Islander Corporation has made this Child and Youth Risk Management Strategy available to children, young people, community members, stakeholders and employees internally via its SharePoint ecosystem here and externally via its website at [www.diydg.org.au](http://www.diydg.org.au).