



CHILD AND YOUTH RISK MANAGEMENT STRATEGY POLICY

LEGISLATIVE REQUIREMENTS

This Strategy, along with the associated policies, procedures and guidelines comply with the Working with Children (*Risk Management and Screening*) Act 2000 (Qld) which outlines the screening requirements for child-related employment in Queensland. This is a requirement to have a risk management strategy for “regulated businesses” as defined by the legislation.

The Australian Powerlifting League Child and Youth Risk Management Strategy - Policy sets out our:

1. **Commitment** to creating a safe and supportive environment for all children and young people who access services - directly and indirectly.
2. **Code of Conduct for Interacting with Children.**
3. Procedures for **recruiting, selecting, training and managing staff.**
4. Procedures for handling disclosures or suspicions of harm.
5. Plan for **managing breaches** of this Risk Management Strategy.
6. Policies for compliance with the **requirements of Working with Children**, per State or Territory.
7. Risk management plans for **high risk activities and special events.**
8. Strategies for **communication and support.**

1. STATEMENT OF COMMITMENT

Australian Powerlifting League (APL) is committed to providing services to children and young people that assist them in enjoying competitions and events in a safe, fair, inclusive and competitive environment.

The Federation is committed to ensuring the safety and wellbeing of all children and young people and will provide a safe and supportive service environment by creating and promoting child-safe and child-friendly environments, and implementing strategies to identify and minimise risk of harm.

APL values safety, fairness, inclusion and competitiveness which reflects the culture that we are committed to promoting and achieving.

The following values reflect the culture that we are committed to promoting within the Federation;

- To act within the rules and spirit of powerlifting;
- To display respect and courtesy towards everyone involved in powerlifting and prevent discrimination, bullying and sexual harassment;
- To prioritise the safety and well-being of young people involved in powerlifting; and
- To encourage and support opportunities for participation in all aspects of powerlifting.

2. CODE OF CONDUCT

The Australian Powerlifting League (APL) believes that all people that interact with the Federation have the right to enjoy all competitions and events in a safe, fair, inclusive and competitive environment. To achieve this, APL requires certain standards of conduct of members, coaches, officials, administrators, spectators, service providers, volunteers, sponsors and corporate partners, together with their guests.

The APL Code of Conduct is underpinned by the following core values:

- To act within the rules and spirit of powerlifting;
- To display respect and courtesy towards everyone involved in powerlifting and prevent discrimination, bullying and sexual harassment;
- To prioritise the safety and well-being of young people involved in powerlifting; and
- To encourage and support opportunities for participation in all aspects of powerlifting.

3. RECRUITMENT, SELECTION, TRAINING AND MANAGEMENT

To ensure APL has effective child-focused policies and procedures in place for the recruitment and acquisition of Meet Directors, Referees, Employees and volunteers, APL has implemented a mandatory and legislated pre-screening Working with Children Check (WWCC). The purpose of this pre-screening is to prevent people from working with children if records indicate they may pose an unacceptable risk to children or youth.

In addition to the WWCC, APL has a detailed list of requirements each Meet Director is responsible for upholding and leading the APL community according to APL policies and procedures, which include the APL Meet Director Membership Contract, APL Code of Conduct and Privacy Policy. Without providing the required documentation, individuals cannot be in a position of power within APL.

Refer to 'Australian Powerlifting League - Child and Youth Risk Management Strategy - Working with Children Policy' for further information on the required pre-screening when involved in APL.

It is the responsibility of APL to ensure management procedures remain in place to support and encourage safe and supportive environments for children and young people. These management procedures are centred around being consistent, fair and supportive and can be easily identified and ingrained within the APL community.

4. HANDLING DISCLOSURES OR SUSPICIONS OF HARM, INCLUDING REPORTING GUIDELINES

APL is committed to providing services to children and young people that assist them in enjoying competitions and events in a safe, fair, inclusive and competitive environment.

As per the Child and Youth Risk Management Strategy Toolkit - Queensland Government, Harm is defined as 'any detrimental effect of a significant nature on the child's physical, psychological or emotional wellbeing.' Harm can be caused by physical, psychological, or emotional abuse or neglect; or sexual abuse or exploitation (section 9 of the Child Protection Act 1999).

Considerations when forming a **reasonable suspicion about harm** to a child include (Section 13C of the Child Protection Act 1999):

- Whether there are detrimental effects on the child's body, the psychological state or emotional state
 - That are evident to the person, or
 - That the person considers are likely to become evident in the future, and

- In relation to any detrimental effects mentioned above
 - Their nature and severity, and
 - The likelihood that they will continue, and
- The child's age.

It is also important to remember that harm can be caused by a single act or omission or a series of acts or omissions.

A **disclosure of harm** occurs when someone, including a child, tells you about harm that has happened, is happening, or is likely to happen to a child. It is important to act quickly and in the best interests of the child or young person after a disclosure of harm is received, irrespective of the alleged source of harm.

A **suspicion of harm** is when someone has a reasonable suspicion that a child has suffered, is suffering, or is at an unacceptable risk of suffering, significant harm.

APL has a duty of care to follow up any suspicions of harm or potential risk of harm to children and young people within our community. Examples of suspicion of harm include,

- A child or young person tells you they have been harmed;
- You are concerned about significant changes in the behaviour of a child or young person, or the presence of new, unexplained and suspicious injuries; or
- You see the harm happening.

There may be circumstances where there is concern for a child's welfare, but it does not reach the threshold to be considered a disclosure or suspicion of harm. APL staff and community members who may be concerned about a child or young person for any reason are encouraged to:

- In the first instance, discuss any concerns and seek advice from the President of APL via [**president@aplpowerlifting.com.au**](mailto:president@aplpowerlifting.com.au)
- If the concern relates to behaviour of a member of APL staff, it may also be appropriate to obtain advice from APL Human resources via [**hr@aplpowerlifting.com**](mailto:hr@aplpowerlifting.com)

5. MANAGING BREACHES OF YOUR RISK MANAGEMENT STRATEGY

BREACH

Any alleged breach of the 'APL Child and Youth Management Strategy - Policy' or anyone who otherwise causes a disturbance to the safety, fairness, inclusivity and competitive environment of the APL community are subject to being evicted from spectating, participating, volunteering, hosting, competing, or have any form of general interaction in future APL competitions and/or events.

SCOPE

As per the APL Code of Conduct, the 'APL Child and Youth Management Strategy - Policy' always applies to the following people whether they are participating in or operating in a paid or unpaid/voluntary capacity within the Federation:

- Individual members
- Coaches
- All employees, volunteers and independent contractors
- Any other person that is a member of or affiliated to the International Powerlifting League

- Parents, guardians, spectators and sponsors and any other person to the full extent that is possible
- Any other Person who has agreed to be bound by this Policy.

RESPONSIBILITIES AND DELEGATIONS

For any enquiries or how to report a breach, please reach out to the President of APL via president@aplpowerlifting.com.

REPORTING BREACHES

For reporting of any breaches, disclosure or suspicions of harm to a child(ren) and/or youth(s), please refer to the following guide on the correct processes for doing so:

1. Refer to the 'Australian Powerlifting League - Working with Children and Youth Strategy - Policy' for ways APL are creating and promoting child-safe and child-friendly environments, and implementing strategies to identify and minimise risk of harm.
2. Refer to the 'APL - Working with Children and Youth Strategy - Reporting a Disclosure or Suspicion of Harm' to submit a formal report of any breaches, disclosure or suspicions of harm to a child(ren) and/or youth(s).
3. Reach out to the President of APL for any enquiries or how to report a breach via president@aplpowerlifting.com.au.
4. Reach out to APL Human Resources for any enquiries or how to report a breach relevant to a member of APL staff via hr@aplpowerlifting.com.

BREACHES

As outlined in the 2022 Child and Youth Risk Management Toolkit, a breach is any action or inaction by any member of APL, including children and young people, that fails to comply with any part of the 'APL Child and Youth Risk Management Strategy - Policy'.

The following outlines a breach of the 'APL Child and Youth Risk Management Strategy - Policy' and are applicable for enforcement by APL:

| 1.0 BREACH OF POLICY | |
|----------------------|--|
| 1.1 | Failure to meet expectations defined in the APL Code of Conduct |
| 1.2 | Failure to report suspicion of harm and/or concern for a child's welfare in accordance with legislative reporting requirements |
| 1.3 | Failure to undertake requirement recruitment and selection due diligence that results in the appointment of a new APL employee, Meet Director, Referee or volunteer who does not hold a valid blue card, or the equivalent service as per the state of residency of the child or youth involved. |
| 1.4 | Failure of staff, Meet Directors, Referee or volunteer to advise APL of any chance to their criminal history status which disqualifies the individual from successfully passing a Working with Children Check. |

MANAGING BREACHES

If an actual or potential breach of the 'APL Child and Youth Risk Management Strategy - Policy' is identified, the following steps must be taken:

- Take immediate action to reduce, minimise or contain the actual breach and follow the requirements of APL's related procedures, namely:
 - Reporting of a reasonable suspicion of child sexual abuse or assault to APL;
- If the breach involves an APL staff member, contact Human Resources via ***hr@aplpowerlifting.com***.

All breaches will be investigated, and appropriate corrective actions implemented. Corrective actions will be proportionate to the breach and will include disciplinary and other action, which may include termination of employment, suspension or a lifetime ban.

- Records of reported breaches will be maintained by APL.

MITIGATING RISK

As recognised by the 2022 Child and Youth Risk Management Strategy Toolkit, forward planning to identify risks and implement strategies can assist to reduce the possibility of children being harmed. APL recognises that some activities and circumstances pose a higher risk to the safety of children and young people than others.

Refer to the 'APL - Child and Youth Risk Management Strategy - Risk Register' for further details. The purpose of the risk register is to develop and implement a child and youth risk register to identify and promote child-safe and child-friendly environments and implement strategies to identify and minimise risk of harm. APL's risk register manages any action or inaction by a person within APL that fails to comply with any of the policies and procedures which make up the 'APL Child and Youth Risk Management Strategy - Policy'.