



Royal Queensland Yacht Squadron

CHILD & YOUNG PEOPLE SAFETY POLICY

Revised
28 January

2022

RQYS CHILD & YOUNG PEOPLE SAFETY POLICY

Revision History

Version	Date	Author	Changes
2.0	29 December 2021		Inclusion of <ul style="list-style-type: none">• Statement of commitment• Code of conduct• Recruitment, selection, training and management• Reporting disclosures and suspicions of harm• Managing breaches• Risk management plan for high-risk activities• Managing compliance with the blue card system• Communication and support.
2.1	28 January 2022		Creation of details in Clause 8
2.03	3 March 2022		Review and Major amendments

Where significant changes are made to this document, the version number will be incremented by 1.0. Where changes are made for clarity and reading ease only and no change is made to the meaning or intention of this document, the version number will be increased by 0.1.

Approvals

Name	Role	Signature	Date	Version

Distribution

Name	Role	Date	Version

This document is to be read in conjunction with the RQYS General Code of Conduct for Dealing with Children and Young People

The Royal Queensland Yacht Squadron is a “child friendly” environment and hosts a variety of events, activities and programs throughout the year for children and young people which include Members and non-members.

1. Our Values

The following values reflect and support the culture within the RQYS that we are committed to in promoting the safety and wellbeing of children and young people:

- 1.1. We value the importance of a child’s or young person’s participation in decisions affecting them and take these decisions seriously;
- 1.2. Our actions, intentions and efforts support a child safe environment;

Each employee, volunteer, member, support staff and sailor treat each other with respect and promote being a good example in all aspects of Child Safety.

2. Statement of Commitment

The Royal Queensland Yacht Squadron ("RQYS") is committed to the safety and well-being of children and protecting them from harm while present on the Squadron's grounds. This statement of commitment includes our sailing activities and special events involving children and young people.

3. Code of Conduct

Refer: RQYS Code of Conduct -- Clause 2 - Dealing with Children and Young People.

4. Recruitment, Selection, Training and Management

Refer Member Protection Policy - Clause 7.1.3 – Choose Suitable Employees and Volunteers

5. Reporting Disclosures and Suspicions of Harm

Refer Member Protection Policy – Clause 7.1.6 – Report and Respond Appropriately to Suspected Abuse and Neglect

6. Managing Breaches

Refer Member Protection Policy – Clause 10

7. Risk Management Plan for High Risk Activities

- 7.1. Employees, coaches, support staff and volunteers have a high likelihood of being in close proximity to children, and have a high likelihood of interacting with children and young people as a part of their employment/volunteering role and therefore will be required to hold a Blue Card if they are over the age of 18;
- 7.2. Once that assessment is done, ensuring that a Working with Children Check is undertaken for any group identified in the Risk Assessment process;
- 7.3. Have discussions about child and youth safety as a part of our WHS meetings and training sessions;
- 7.4. Please refer to the Risk Assessment Management Plan for Child and Young People Safety (Appendix 1). Risk is assessed in three Levels: Low, Moderate and High.

8. Managing Compliance with the Blue Card System

- 8.1. RQYS follows and complies with the direction of the Queensland Government Blue Card Services
<https://www.qld.gov.au/law/laws-regulated-industries-and-accountability/queensland-laws-and-regulations/regulated-industries-and-licensing/blue-card-services>
- 8.2. A register of all Blue Card Holders either Staff or Volunteers is held by RQYS, however no documentation relating to this register is held on site as directed by Blue Card Services.

9. Communication and Support

- 9.1. Informing employees, coaches, support staff and volunteers during inductions about the child safe policies and procedures of the organisation, including a definition within their role description of how this duty of care is executed and their mandatory/ethical reporting obligations for suspected child abuse and ensuring staff have a clear understanding of acceptable/ unacceptable behaviour.

10. Our Approach

- 10.1. The RQYS uses a variety of strategies to ensure the safety of children and young people. These strategies include:
 - a. Understanding the different types of child abuse and behaviours:
 - b. Unacceptable behaviour towards a child or young person, for example providing alcohol to a young person under 18 or grooming behaviour
 - c. Physical or emotional abuse
 - d. Neglect
 - e. Sexual abuse
 - f. Assessing the risks associated with the variety of individuals that may be present at the Squadron at any given time and how they, in the execution of their roles, may have interactions with children and young people;
 - g. Assessing the risks to identify and mitigate potential areas of risk to a child within the Squadron's environs.

People	RQYS CHILD & YOUNG PEOPLE SAFETY RISK ASSESSMENT					
	Being alone with a child	Being able to touch a child/young person in the execution of a role	Being in a place where children-young people may be showering/ changing	Transporting Children/ Going to overnight event	Incidental Contact Risk	
Wait/Function staff	Low	Low	Low	Low	Moderate	
Cleaning Staff	Moderate	Moderate	High	Moderate	High	
Coaches	High	High	High	High	High	
Instructors	High	High	High	High	High	
Reception Staff	Low	Low	Low	Low	Moderate	
Yard Staff/Marina	Moderate	Low	Low	Low	Moderate	
Members	Low	Low	Low	Low	Low	
Office Staff	Moderate	Moderate	Moderate	Low	Moderate	
Volunteers	High	High	High	High	High	
Volunteers - VZ4RQ	High	High	High	High	Moderate	Proximity to toilets
Seasonal Hires (Santa, etc.)	Low	High	Low	Low	High	Hire Company Prove
Visitors	Low	Low	Low	Low	Moderate	
Live aboard - members	Moderate	Moderate	Moderate	Moderate	Moderate	
Live aboard - visitors	Low	Low	Low	Low	Moderate	
Any other potential harm interactions	Accidental harm	Physical Abuse	Psychological/Emotional Abuse	Neglect	Sexual Abuse	Cultural Spiritual Abuse
	Environment	Punishment, push, etc	bullying/ shaming	lack of supervision	grooming/ touching	lack of cultural respect

Levels of Risk

Low

Moderate

High