

# **Child and Youth Risk Management Strategy**

November 2024

# 1. Statement of Commitment

Cross River Rail Delivery Authority (the Delivery Authority) supports the rights of children and young people and is committed to providing a safe and supportive environment directed at ensuring their safety and wellbeing.

To support this commitment, we are dedicated to our Child and Youth Risk Management Strategy (the Strategy), which has policies and procedures in place to effectively address the safety and wellbeing of children and young people participating in our programs.

## 2. Conduct requirements for Blue Card Holders

The Delivery Authority's *Workplace Behaviour policy* requires all employees (whether permanent, temporary, full-time, part-time or casual) and volunteers, students, contractors, consultants and anyone who works in any capacity for Cross River Rail Delivery Authority to observe standards of conduct at all times when representing Cross River Rail Delivery Authority.

The policy includes conduct requirements in accordance with the Delivery Authority's Conduct standard for interacting with children and young people for workers in roles that require a Blue Card.

## 3. Recruitment, selection, training and management

The Delivery Authority recruits, selects and employs staff according to organisational policies, best practice, legislative and regulatory requirements.

All staff working as members of the events and education teams must hold a valid blue card or exemption card.

### 3.1. Recruitment

The recruitment stage provides an opportunity to assess a person's suitability to work with children and young people in the context of Cross River Rail Delivery Authority and the programs we deliver.

Included in our advertisements for relevant vacancies is the requirement for suitable candidates to hold or have the ability to acquire a Blue card.

Relevant position descriptions detail the skills and experience needed by staff to perform their duties and contribute to a safe and supportive environment for children and young people.

Selection criteria assess candidates' commitment, understanding, attributes, attitudes and values required of relevant positions as they relate to children and young people.

Applicants are advised that they will be subjected to blue card screening, referee checks and identification verification, and that Cross River Rail Delivery Authority will request the candidates disclose any information relevant to their eligibility to engage in activities involving children and young people.

We check and document all references, and reasons for selection are documented.

### **3.2. Selection**

During the interview process for relevant roles, we ask a range of questions to assess the candidate's capacity to contribute Cross River Rail Delivery Authority's safe and supportive environment.

We verify a candidate's suitability to work with children and young people as part of our referee checks.

### **3.3. Training**

Training on the Strategy and mandatory reporting obligations occurs within the initial induction and refresher training is completed annually. The Workplace Health and Safety team maintains a register of this training alongside the register of blue cards.

As part of performance appraisals, skills, training and goals in relation to issues that impact on the safety and wellbeing of children and young people are addressed.

### **3.4. Management**

The Marketing, Media and Communications; Workplace Health and Safety; and People & Culture teams review and update procedures and policies every two years to ensure a safe and supportive environment for children and young people is achieved and maintained.

Copies of our Child and Youth Risk Management Strategy are available on our websites (Cross River Rail and the Experience Centre).

## **4. Reporting disclosures and suspicions of harm**

We have policies and procedures in place for reporting disclosures and suspicions of harm, and our staff are trained to respond quickly and effectively.

At Cross River Rail, we have appointed Sarah Wilson, Marketing and Events Manager as the contact officer, for anyone who wishes to raise a concern. She can be contacted by phone (1800 010 785) or email ([sarah.wilson@crrda.org.au](mailto:sarah.wilson@crrda.org.au)).

Resources

- Procedure: Reporting a disclosure or suspicion of harm.

## **5. Managing breaches**

All employees (whether permanent, temporary, full-time, part-time or casual) and volunteers, students, contractors, consultants and anyone who works in any capacity for Cross River Rail Delivery Authority must comply with all aspects of this Strategy.

Any action or inaction that fails to comply with any part of this Strategy that results in or could result in harm to a child or young person is considered to be a breach of this Strategy and will be subject to internal disciplinary actions or escalation to authorities.

## 6. Risk management plan for high-risk activities

We have assessed events and activities we regularly undertake, and have developed risk assessments for those we consider high risk.

Resources

- High risk management plan.

## 7. Managing compliance with the blue card system

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Other members of the Cross River Rail Delivery Authority staff and volunteers occasionally engage with children and young people through ad hoc contributions to our events and education programs. These individuals are not required to hold blue cards because they engage with children and young people for fewer than seven (7) days in a calendar year.

At Cross River Rail Delivery Authority, responsibility for managing compliance with this strategy is held by the Corporate Safety and Wellbeing Principal Consultant.

## 8. Communication and support

We communicate our Strategy to all people involved with Cross River Rail. This includes parents, educators, employees, children and young people.

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