

QDU

queenslanddebatingunion

Child and Youth Risk Management Strategy

***Promoting the wellbeing of children and
protecting them from harm***

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Statement of Commitment

The QDU is also committed to the safety and wellbeing of all children and young people who debate in our competitions in all areas. QDU volunteers show respect and understanding at all times by controlling their temper, listening and receiving instructions where and when appropriate and are available to address any concerns that may occur. As children and young people who are a part of the QDU we agree that we will respect all children, young people and adults and speak up if we are worried or concerned about something. We will not bully or accept any bullying that we see and will escalate this on every occasion to the appropriate person.

The QDU is run by an elected committee comprising a President, three Vice-Presidents, a secretary, a treasurer, two community relations officers and three executive officers, who are each assigned to a vice-president. The QDU Executive fulfil their roles on a volunteer basis.

As part of the annual accreditation process for our volunteer adjudicators the importance of the way with which we deal with and treat all children, young people and adults is communicated to all. Compliance with this element of our organisation is not negotiable and includes the appropriate method of escalating any issues that may arise.

Code of Conduct

The QDU code of conduct is a live document contained on the QDU website. The link to this QDU POLICY is contained here <http://www.qdu.org.au/code-of-conduct.html>

Recruitment, Selection, Training and Management of our Volunteers

The recruitment and selection of our volunteers involves the annual registration of all persons wishing to give their time to the QDU, primarily in the capacity of adjudicators for our secondary and primary school competitions. All volunteers are given the opportunity to participate in training workshops that encourage positive promotion of debating as an activity as well as the promotion of all participants.

ALL training is conducted by previously accredited adjudicators and QDU Executive members (both past and present) in every case. Individuals are not only assessed for their ability to adjudicate, but also their suitability to be responsible adults with regards to child wellbeing and protection.

QDU Accreditation on an annual basis for the first three years of volunteering allows us to monitor and manage our volunteers as part of this process. Ongoing management of the QDU volunteers is also managed through communication with school appointed debating coordinators, coaches of teams and also other QDU accredited adjudicators.

Handling Disclosures, Allegations and Threats

The handling of disclosures, allegations and threats is contained on the QDU website. The link to this QDU POLICY is contained here <http://www.qdu.org.au/code-of-conduct.html>

Managing breaches

A breach is any action or inaction by any volunteer of the QDU, including children and young people, that fails to comply with any part of the strategy. This includes any breach in relation to:

- statement of commitment to the safety and wellbeing of children and the protection of children from harm
- code of conduct for interacting with children and young people;

- procedures for recruiting, selecting, training and managing paid employees and volunteers
- policies and procedures for handling disclosures or suspicions of harm, including reporting guidelines
- policies and procedures for implementing and reviewing the children and youth risk management strategy and maintaining an employee register
- risk management plans for high risk activities and special events, and
- strategies for communication and support.

This policy ensures that all stakeholders are aware of the actions or inactions that form a breach as well as the potential outcomes of breaching the child and youth risk management strategy.

Breaches will be managed in a fair, unbiased and supportive manner and the following will occur:

- 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, and
- an appropriate outcome will be decided.

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

- emphasising the relevant component of the child and youth risk management strategy, for example, the code of conduct
- providing closer supervision on occasions where deemed appropriate
- further education and training
- mediating between those involved in the incident (where appropriate)
- reviewing current policies and procedures and developing new policies and procedures if necessary
- expulsion from the QDU in extreme cases

Compliance

The QDU maintains an up to date BLUECARD REGISTER of all QDU volunteers. Details of a person's blue card is also requested on the registration form filled out to become a volunteer with the QDU.

High Risk Activities

The QDU has no defined "HIGH RISK" activities that directly require specific attention at this stage. Should this situation change the QDU Executive will amend this document to reflect these changes.

Communication

The Child Youth Risk Management Strategy of the QDU and all associated statements and policies are available for download from our website (www.qdu.org.au) or by emailing the QDU Administration Manager Mr Tony Scarcella (admin@qdu.org.au)