



STADIUMS
QUEENSLAND

Child and Youth Risk Management Strategy



Background

About Stadiums Queensland

Stadiums Queensland (SQ) is a Queensland Government statutory body established by the *Major Sports Facilities Act 2001*. SQ owns the following nine major sports facilities:

Operated by Stadiums Queensland	Operated by a third party
The Gabba Cbus Super Stadium Queensland Country Bank Stadium Queensland Sport and Athletics Centre Sleeman Sports Complex	Suncorp Stadium Queensland Tennis Centre Brisbane Entertainment Centre People First Stadium

Purpose

SQ is a regulated business that employs people in regulated employment for the purpose of *the Working With Children (Risk Management and Screening) Act 2000* (WWC Act). SQ is therefore required to have in place risk management strategies about how the business implements employment practices and procedures to promote child wellbeing and protect them from harm.

The SQ Child and Youth Risk Management Strategy (the Strategy) has been developed to meet the requirements of the WWC Act by addressing the following eight mandatory requirements for risk management strategies prescribed by the *Working with Children (Risk Management and Screening) Regulation 2020*:

1. Statement of commitment.
2. Code of conduct for Interaction with Children and Young People.
3. Recruitment, selection, training, and management.
4. Reporting disclosures and suspicions of harm.
5. Managing breaches.
6. Risk management plan for high-risk activities.
7. Managing compliance with the blue card system.
8. Communication and support.

In addition, the Strategy also addresses compliance with the *Public Sector Act 2022* (Chapter 3 Public Sector Arrangements, Division 3 Child-related Duties). Finally, the Strategy sets the foundation for SQ's commitment to the Australian Human Rights Commission's National Principles for Child Safe Organisations (National Principles).

In the development and review of all policies, processes, procedures, and practices associated with this Strategy, SQ will give proper consideration to Human Rights consistent with the requirements of the *Human Rights Act 2019*.

Business Application

The Strategy applies to all SQ Employees, agency staff, work experience persons, volunteer staff and certain contractors.

The Strategy is implemented by the CYRMS Guideline.

The Strategy is to be reviewed annually, or after any incident, or upon change to relevant laws.

This Strategy has been approved by the Chief Executive, Stadiums Queensland.

1. Statement of Commitment

SQ contributes to the wellbeing of children through its facilities that support children and young people to engage with sport and entertainment, including participation in high performance and community sport. These facilities are made available for hire by entities such as schools and sports organisations for events and programs for children and young people.

SQ is committed to the prevention of violence and harm to children at its venues. Being a child safe organisation is integral to SQ achieving its goals under the 2023 – 27 Strategic Plan, being:

- *Deliver world class experiences;*
- *A world leader in major venues portfolio ownership and management; and*
- *An industry leading high performing organisation.*

2. Code of Conduct for Interaction with Children and Young People

SQ expects that all employees, volunteers, agency staff and certain contractors, interact with children and young people in a fair, considerate, respectful, and honest manner. SQ requires that all employees act with integrity and professionalism.

All conduct and behaviour should be in accordance with:

- the SQ Code of Conduct; and
- any behavioural guidelines or procedures developed to implement this Strategy; and
- other relevant SQ policies and procedures relating to the safety and wellbeing of children and young people.

3. Recruitment, Selection, Training and Management

SQ implements specific requirements for employee screening, accreditation, training, and management. Recruitment, selection, and appointment is in accordance with the WWC Act and applicable Public Sector Commission (PSC) Directives.

All people appointed to a position determined by SQ to be regulated employment for the purpose of the WWC Act are required to possess a working with children clearance (Blue Card). A Blue Card is required for the duration that they are employed in a position considered regulated employment. SQ has policies and procedures in place to support compliance with Blue Card requirements.

All SQ position descriptions are developed and reviewed prior to initiating any recruitment activity, and are otherwise reviewed regularly, consistent with SQ requirements.

SQ is committed to supporting and training employees regarding their obligations under all SQ policies and processes.

4. Reporting Disclosures and Suspicions of Harm

All SQ employees are required to report disclosures, harm, or suspicions of harm to children and young people. All reports are to be made to SQ Integrity (Integrity@stadiums.qld.gov.au)

SQ has in place policies and procedures for the management of records consistent with the Queensland State Archives General Retention and Disposal Schedule (GRDS). All records associated with disclosures and suspicions of harm are to be properly managed, protected, and retained.

5. Managing breaches.

A breach of this Strategy is any action or inaction by an SQ employee that fails to comply with any part of the Strategy and associated guidelines, policies, procedures, and practices.

SQ is committed to ensuring potential breaches are appropriately reported and dealt with in a fair, unbiased, and professional manner. The initial point of contact for all suspected breaches is SQ Integrity (Integrity@stadiums.qld.gov.au).

All records associated with the management of breaches will be managed as required by the GRDS.

6. Risk Management Plan for High Risk Activities

SQ is committed to performing its functions in a way that mitigates risk to an acceptable level for SQ's services and operations. SQ has in place robust policies, procedures and tools that are based on AS/NZS ISO 31000:2018 Risk Management – Principles and Guidelines.

SQ's Risk Management Framework and supporting policies, procedures and tools underpin a strong risk aware culture, comprising of:

- strong processes;
- supporting infrastructure; and
- people who will implement, and support and participate in it.

The effectiveness and appropriateness of SQ's risk management framework and associated internal controls is overseen by SQ's Audit, Risk and Compliance Committee (a sub-committee of SQ's Board).

7. Managing Compliance with the Blue Card System

SQ has in place policies and procedures for managing compliance with the Blue Card System, including Blue Card employment screening and register requirements through the Employment Screening Policy. The General Manager, Human Resources is responsible for SQ's Employment Screening Policy and related procedures.

8. Communication and Support

The Strategy will be publicly accessible and published on SQ's website. Each of SQ's operated venues will have a link to the Strategy. The Strategy will also be available on SQ's intranet. All SQ employees will be notified of the Strategy as part of their induction. Hardcopies of the Strategy will be made available to any person upon request. This Strategy has been developed in consultation with key SQ employees.