

Statement of Commitment

Breakaway Toowoomba Inc. (Breakaway) is committed to ensuring the safety and wellbeing of children and young people. We expect our workers to treat children and young people with respect and understanding and address their concerns at all times. Breakaway will endeavour to provide a safe and supportive environment for children and young people.

In order to support this commitment, Breakaway are dedicated to our child and youth risk management strategy which has policies and procedures in place to effectively address the safety and wellbeing of children and young people accessing our services.

Breakaway responds to observations, suspicions, and allegations of abuse and harm according to legislative and regulatory requirements, and provisions of service and other agreements with funding bodies.

Code of Conduct

To ensure that children and young people are protected from abuse and harm, all Breakaway workers must abide by the Code of Conduct on acceptance of employment.

Recruitment, Selection, Training and Management

Breakaway recruits, selects and inducts workers according to organisational policies, best practice, legislative and regulatory requirements. References are checked and documented. All workers must hold a valid Working with Children Blue Card and a Disability Worker Screening Card (Yellow Card) prior to commencement.

Reporting disclosures and suspicions of abuse and harm

Breakaway has policies and procedures in place for identifying, responding, and reporting observations, disclosures, or suspicions of abuse and harm. These support a culture of reporting free from retribution and their implementation respects and safeguards the rights, dignity and needs of children and young people involved.

A disclosure or suspicion of abuse and harm may attract media attention. It is critical no protected or damaging information is released. Breakaway's Media, Filming, Photography and Listening Devices procedure provides guidance when dealing with the media.

Managing breaches

All board Responsible Persons and workers must comply with all aspects of this strategy. Breakaway considers any action or inaction that fails to comply with any part of this strategy and/or that results or could result in abuse and harm to a child or young person to be a breach of this strategy.

Breaches of the strategy will be documented, reported, investigated, and managed according to the Management of Accidents, Incidents and Near Misses procedure.

Workers found to have breached the strategy will be subject to disciplinary action up to and including termination. Where criminal activity is observed, suspected, or alleged, Queensland Police Service will be notified.

Risk management plan for high-risk activities

Breakaway recognises that some activities or events, due to their nature, will require extra planning to ensure appropriate control measures are implemented to manage identified risks. These risks are documented on Client Risk Assessment (CP) form to identify high-risk activities and the controls used to manage them.

Breakaway's board oversees the governance for care and diligence employed to manage risk to children during these activities through regular board reports on incidents and reports following such activities.

Managing compliance with the Blue Card system

Breakaway complies with conditions of the Blue Card system. All board Responsible Persons and workers are required to hold a valid Blue Card prior to appointment at Breakaway.

Communication and Support

Breakaway has procedures in place to ensure the effective communication of the Child and Youth Risk Management Strategy to stakeholders, these include:

- online i-induct induction including annual refresher (module Standards Quality and Safeguarding – UN Convention Rights of the Child)
- availability on the Breakaway website

Workers may require support to deal with situations such as behaviour management, stress, conflict, bullying and child protection concerns, breaches of the risk management strategy and dealing with disclosures or suspicions of harm. If worker concerns are not addressed effectively, Breakaway's ability to provide a safe and supportive environment for children and young people may be affected. Breakaway offers support to people involved in our organisation through:

- regular supervision and line management
- encouragement to access the Employee Assistance Program (EAP)
- processes to provide support to individuals impacted by a critical event
- support to clients, families, or other stakeholders by making internal and external referrals to an appropriate support service

Review

This Strategy is subject to review at least annually and will be reviewed more frequently where legislative and regulatory changes are implemented, and internal process changes.

Authority

Child Safe Organisations Act 2024

United Nations Convention on the Rights of the Child

Working with Children (Risk Management and Screening) Act 2000

Working with Children (Risk Management and Screening) Regulation 2011

Related Documentation

PR-MG 006 Enterprise Risk Management Standard

PR-MG 009 Media, Filming, Photography and Listening Devices procedure

PR-HR 010 Staff Recruitment procedure

PR-HR 014 Induction procedure

PR-HR 009 Employee Assistance Program procedure

PR-OP 025 Violence, Abuse, Neglect, Exploitation and Discrimination procedure

PR-WHS 011 Management of Accidents, Incidents and Near Misses procedure

F-OP 091 Client Risk Assessment CP supports

F-HR 001 Code of Conduct



Document Control

Document: BD 010
Version: 1.1
Author: Jennifer Farnsworth
Approval Authority: Board
Approval Date: 29/05/2024

Reviewed: 27/08/2025

Next Review: 27/08/2026

