UNIQ YOU Child & Youth Risk Management Strategy

Last Updated: 16 February 2026

Purpose

This Child & Youth Risk Management Strategy (CYRMS) sets out the systematic approach UNIQ YOU takes to identify, assess, mitigate and monitor risks to children and young people engaged in its programs and services. The strategy ensures compliance with applicable Working With Children legislation in all Australian jurisdictions in which UNIQ YOU operates and aligns with the National Principles for Child Safe Organisations.

Child safety is embedded into governance, operational planning, people management and service delivery. The safety and wellbeing of children is the paramount consideration in all risk management decisions.

Scope

This strategy applies to all Board members, employees, volunteers, advisors, contractors and any other individuals engaged in child-related work with UNIQ YOU. It applies to all programs, including online delivery, school-based engagement, events and any future service expansions.

UNIQ YOU complies with applicable Commonwealth, state and territory legislation relating to child protection, reportable conduct, working with children checks and privacy obligations.

Statement of Commitment

UNIQ YOU has zero tolerance for child abuse or harm. We are committed to creating safe, inclusive and culturally safe environments for children and young people.

We recognise the unique cultural rights, identities and community systems of Aboriginal and Torres Strait Islander children. Cultural safety is embedded into governance, risk management and service delivery processes to ensure safeguarding approaches do not perpetuate systemic bias, exclusion or cultural harm.

We actively work to prevent harm, respond appropriately to concerns, and continuously improve safeguarding systems.

The Board and leadership team are responsible for overseeing implementation of this strategy, monitoring risks and ensuring continuous improvement.

Code of Conduct

All personnel must comply with the UNIQ YOU Code of Conduct when engaging in child-related work. The Code outlines behavioural standards, professional boundaries, online safety protocols and reporting obligations.

The Code of Conduct specifically addresses:

- Appropriate professional boundaries and supervision requirements
- Online engagement expectations
- Cultural safety and anti-discrimination obligations
- Reporting and escalation responsibilities

Recruitment, Screening, Training and Management

UNIQ YOU implements robust recruitment and screening processes to ensure suitable individuals are engaged in child-related roles.

These processes include:

- Mandatory Working With Children Check (WWCC) verification, including Blue Card requirements in Queensland and equivalent checks in other Australian states and territories, prior to commencement.
- Child safety responsibilities included in position descriptions
- Referee checks and screening for relevant roles
- Mandatory child safety induction training
- Ongoing professional development in child safeguarding and cultural safety

Performance management processes include regular discussion of child safety expectations and responsibilities.

Handling Disclosures and Suspicions of Harm

UNIQ YOU maintains a clear and documented procedure for responding to disclosures or suspicions of harm.

Key principles include:

- Immediate prioritisation of child safety
- Mandatory reporting in accordance with applicable child protection legislation in the relevant Australian state or territory.

- Documentation of all concerns using approved reporting forms
- Escalation to leadership and external authorities as required

If a child is in immediate danger, emergency services must be contacted without delay.

Managing Breaches of the Strategy

Breaches of this strategy or related child safety policies are managed in accordance with the UNIQ YOU Managing Breaches Plan.

This includes:

- Prompt assessment and investigation
- Escalation to senior leadership or Board where required
- Proportionate disciplinary action
- Secure documentation and record keeping

Procedural fairness principles apply in all breach investigations.

Risk Management Plan

UNIQ YOU conducts formal child safety risk assessments across all programs and activities. Risks are documented in a central risk register and reviewed regularly.

Risk assessments include consideration of:

- Online platform security and supervision controls
- One-on-one interaction risks
- Supervision gaps
- Cultural safety risks, including risks of systemic bias, exclusion or culturally unsafe practices impacting Aboriginal and Torres Strait Islander children
- Information security and privacy risks

Risk mitigation strategies may include consultation with relevant cultural safety resources, review of processes that may disproportionately impact Aboriginal and Torres Strait Islander children, and ongoing staff training.

Managing Blue Card Compliance

UNIQ YOU maintains strict compliance with Working With Children Check requirements in each Australian state and territory in which it operates.

This includes:

- Maintaining an internal Blue Card register
- Linking card holders through the relevant government portal
- Monitoring card status
- Immediate removal from child-related duties if a card is suspended or cancelled

Communication and Support

This strategy is communicated to all personnel during onboarding and through ongoing training. Children and families are provided with age-appropriate information about their rights and how to raise concerns.

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Monitoring, Review and Continuous Improvement

UNIQ YOU monitors the effectiveness of this strategy through regular review of:

- Complaint trends
- Breach data
- Risk assessment outcomes
- Training completion records

The strategy is reviewed annually and following any significant incident to ensure continuous improvement and alignment with legislative requirements.

Related Policies and Supporting Documents

This Child & Youth Risk Management Strategy should be read in conjunction with the following documents:

- UNIQ YOU Code of Conduct

- Child Safety & Wellbeing Policy

- Procedure for Handling Disclosure or Suspicions of Harm

- Managing Breaches Plan

- Privacy Policy

- Recruitment and Screening Policy (including Blue Card / Working With Children requirements)

- Cultural Safety Framework