

Child and Youth Risk Management Strategy

1. Purpose

The Royal National Agricultural and Industrial Association of Queensland (RNA) is committed to providing safe environments for children and young people who attend or participate in RNA events, programs, and activities.

The Child and Youth Risk Management Strategy (CYRMS) outlines the policies, procedures, and practices implemented by RNA to protect children from harm and to comply with the requirements of the Working with Children (Risk Management and Screening) Act 2000 (Qld).

The CYRMS applies to all RNA councillors, employees, volunteers, contractors, suppliers, and third-party operators involved in activities where children may be present.

2. Statement of Commitment

RNA is committed to the safety and wellbeing of children and young people.

RNA recognises that children have the right to feel safe and be protected from harm when attending or participating in RNA events and activities.

RNA will:

- Promote a culture where child safety is prioritised
- Ensure compliance with the Queensland Blue Card system
- Provide clear expectations for appropriate behaviour with children
- Implement risk management practices to minimise potential harm
- Ensure concerns about child safety are taken seriously and addressed promptly

3. Code of Conduct for Interacting with Children

RNA expects all employees, volunteers, contractors and representatives to maintain appropriate professional boundaries when interacting with children.

3.1 Acceptable behaviours

Personnel must:

- Treat children with respect, dignity and fairness
- Act as positive role models
- Ensure interactions occur in open and observable environments
- Respect children's privacy
- Follow event safety procedures and supervision requirements
- Immediately report any concerns about a child's safety or wellbeing

3.2 Un-Acceptable behaviours

Personnel must not:

- Engage in inappropriate physical contact
- Use inappropriate language or behaviour toward children
- Be alone with a child where it can be avoided
- Photograph or record children without appropriate consent
- Engage in behaviour that could reasonably be interpreted as grooming

Breaches of this Code may result in disciplinary action, termination of engagement, or referral to authorities.

RNA use only

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4 Recruitment, Selection, Training and Management

4.1 Recruitment and Selection

RNA ensures recruitment processes consider child safety by:

- Identifying roles that require Blue Card screening
- Ensuring relevant positions hold valid Blue Cards or Exemption Cards
- Verifying identity and qualifications where required

4.2 Blue Card Screening

RNA complies with the No Card, No Start requirements under the Working with Children (Risk Management and Screening) Act 2000 (Qld).

This includes:

- Linking personnel to the RNA Blue Card organisation portal
- Maintaining a Blue Card register
- Monitoring expiry dates and clearance status

4.3 Training and Awareness

Personnel involved in child-related activities receive training or guidance on:

- Child safety responsibilities
- Appropriate behaviour with children
- Reporting procedures for suspected harm
- Event-specific safety controls

5 Reporting Disclosures and Suspicions of Harm

RNA takes all allegations, disclosures, or suspicions of harm to a child seriously and is committed to responding promptly and appropriately.

All personnel must report any concerns regarding the safety or wellbeing of a child as soon as practicable.

Concerns should be reported to:

- Their manager or supervisor, who will escalate the matter to the People and Culture team;
- Event Leadership where appropriate; or
- Directly to the People and Culture team via hr@rna.org.au.

Reports may include:

- A child disclosing harm or abuse
- A suspicion of harm based on observed behaviour or circumstances
- Inappropriate conduct by an employee, volunteer, contractor, or other personnel

All reports will be centrally managed by the People and Culture team, with oversight from the General Manager, Human Resources and Risk.

Where a concern is reported, the RNA will:

- Respond promptly and sensitively to the matter
- Maintain confidentiality where appropriate and in accordance with legal requirements
- Assess the concern and determine appropriate next steps
- Escalate or report matters to relevant external authorities where required

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6 Managing Breaches

RNA will investigate any breach of this strategy or the Code of Conduct.

Potential actions may include:

- Additional supervision or training
- Removal from child-related duties
- Disciplinary action
- Termination of engagement
- Reporting to external authorities where required

Contractors or suppliers who breach child safety requirements may have their contracts reviewed or terminated.

7 Compliance with the Blue Card System

RNA maintains compliance with the Queensland Blue Card system administered by Blue Card Services Queensland.

This includes:

- Ensuring workers engaged in regulated employment hold valid Blue Cards
- Linking card holders to the RNA Blue Card organisational portal
- Maintaining a Blue Card register
- Ensuring contractors and suppliers comply with screening requirements

All Blue Card queries are managed by People and Culture, HR via hr@rna.org.au.

8 Risk Management Plan for High-Risk Activities

RNA regularly conducts large-scale events, including the Royal Queensland Show (Ekka), where children are present.

High-risk environments may include:

- Children's ride zones
- Animal nursery and interactive animal experiences
- Children's entertainment areas
- Rural Discovery Day
- Workshops or educational programs

Risk management controls may include:

- Blue Card screening for relevant personnel
- Supervision and crowd management
- Clearly designated children's zones
- Staff and volunteer training
- Incident reporting processes

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9 Communication and Support

The CYRMS will be publicly accessible on the RNA website and available on the RNA intranet for staff reference.

All RNA employees and volunteers will be informed of the CYRMS as part of their induction process. Hard copies of the Strategy will also be made available to any person upon request

10 Policy Review

This policy will be reviewed at least every two years, or sooner if there are changes to relevant legislation.

This policy is not a contractual document and may be updated or amended by the RNA at its discretion.

11 Document Control

| Related Documents | | | |
|--|---------------------|---------------------|--|
| <ul style="list-style-type: none"> Blue Card Compliance Procedure | | | |
| Authorisation | | | |
| Approved by | RNA Council | | |
| Please contact the owner for enquires and proposed changes | | | |
| Department | HR & Risk | Owner | GM HR & Risk |
| Phone | 07 3253 3900 | Email | hr@rna.org.au |
| Review | | | |
| To be reviewed as required, or three yearly, whichever comes first. | | | |
| Record of Issues | | | |
| Version No. | Issue/Re-issue Date | Nature of Amendment | Approval |
| 1 | 27/03/2026 | Initial Policy | Kirstin Hinchliffe |

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