

# Child and Young People Safety Policy

*Working with Children (Risk Management and Screening) Act 2000*

## 1. Policy Statement

Townsville City Council (Council) is committed to the safety and wellbeing of all children and young people who use its services.

## 2. Principles

Council is committed to ensuring that all workers act in the best interests of children and young people, and that all conduct is appropriate and meets legislative requirements for child safety and the expected standards of behaviours in the workplace.

## 3. Scope

This policy applies to all workers who have the responsibility for the safety and wellbeing of children and young people accessing Council services.

## 4. Responsibility

The Chief Executive Officer and managers are responsible for ensuring this policy is understood and adhered to by all workers.

## 5. Definitions

**Manager** - an individual responsible for overseeing and guiding the work of a team or specific functions within Townsville City Council.

**Services** - means services provided to the community by Council, including without limitation libraries, galleries, theatres, events, the provision of community assistance, waste disposal, water and wastewater.

**Workers** - includes employees, contractors, volunteers and all others who perform work on behalf of Council.

**Working with Children Card (also known as a blue card)** - means a document, in the form of a card, that -

- (a) evidences that a working with children authority has been issued to a person; and
- (b) includes a photograph of the person and the following information -
  - (i) the person's name;

---

Electronic version current uncontrolled copy valid only at time of printing.

Document No. - 26900070  
Authorised by - Chief Executive Officer  
Document Maintained by - Health, Safety and Wellbeing

Health, Safety and Wellbeing | Child and Young People Safety Policy

Version No. 6  
Initial Date of Adoption (Version No. 1) - 26.10.10  
Current Version Reviewed - 19.03.25  
Next Review Date - 19.03.29  
PAGE 1 OF 3

- (ii) a registration number for the person's authority;
- (iii) the expiry date of the person's authority.

**Workplace** - is a place where work is carried out for a business or undertaking and includes a place where a worker goes, or is likely to be while at work. A 'place' includes:

- any vehicle, vessel, aircraft or other mobile structure; and
- any waters and any installation on land, on the bed of any waters or floating on any waters.

## 6. Policy

All children and young people who are involved in Council programs and services have a right to feel and be safe.

It is a requirement that all Council workers who work with children have appropriate statutory documentation including a working with children card (also known as a blue card) as prescribed by the *Working with Children (Risk Management and Screening) Act 2000*.

Council will ensure best practice approach is undertaken in recruitment of workers who work with children or young people. Council will ensure that legislative requirements in respect of child safety are adhered to, monitored and appropriate changes made to practices as required.

### 6.1. Expected Standards of Behaviour in the Workplace

All workers are expected to ensure their conduct is appropriate and meets legislative requirements for child safety. The expected standards of behaviours in the workplace are outlined as follows:

- act in the best interests of all children;
- respect the rights of children and young people as enshrined in the United Nations Convention on the Rights of the Child (1991);
- recognise children and young people as active citizens participating in different communities such as family, children's services and schools;
- create and maintain safe, healthy environments, spaces and places, which enhance children and young people's learning, development, engagement, initiative, self-worth, dignity and show respect for their contributions;
- work to ensure children, young people and families with additional needs can exercise their rights;
- work to ensure children and young people are not discriminated against on the basis of gender, age, ability, economic status, family structure, lifestyle, ethnicity, religion, language, culture or national origin; and,
- acknowledge children and young people as competent learners and build active communities of engagement and enquiry.

Council will ensure that lawful policies, procedures and child safety risk management strategies are adhered to by all Council workers.

## 7. Legal Parameters

*Child Protection Act 1999*

*Education and Care Services National Law (Queensland) Act 2011*

*Education and Care Services National Regulations 2021*

*Local Government Act 2009*

*Local Government Regulation 2012*

*Working with Children (Risk Management and Screening) Act 2000*

*Working with Children (Risk Management and Screening) Regulation 2020*

## 8. Associated Documents

National Principles for Child Safe Organisations 2019

United Nations Convention on the Rights of the Child (1991)

---

Electronic version current uncontrolled copy valid only at time of printing.

Document No. - 26900070  
Authorised by - Chief Executive Officer  
Document Maintained by - Health, Safety and Wellbeing

Health, Safety and Wellbeing | Child and Young People Safety Policy

Version No. 6  
Initial Date of Adoption (Version No. 1) - 26.10.10  
Current Version Reviewed - 19.03.25  
Next Review Date - 19.03.29  
PAGE 3 OF 3