



UK POWERLIFTING UNITED

CHILD AND YOUTH RISK MANAGEMENT STRATEGY WORKING WITH CHILDREN CHECKS

DETAILS	This document was prepared by UK Powerlifting United
DATE	This document was prepared February, 2024
PURPOSE	The purpose of this document is to develop and implement a child and youth risk management strategy to create and promote child-safe and child-friendly environments and implement strategies to identify and minimise risk of harm. This plan manages any action or inaction by a person within UKPU that fails to comply with any of the policies and procedures which make up UKPU's Child and Youth Risk Management Strategy.
RESPONSIBILITY	It is the responsibility of everyone involved in UKPU, whether staff, competitor, volunteer, etc, to promote and protect the rights, interests and wellbeing of children and young people.
ENQUIRIES	If you have any questions, or need assistance in developing your own Risk Management Plan please contact info@ukpu.org

RISK ANALYSIS

Once risks have been identified, the risks are evaluated on a two dimensional matrix using a qualitative rating of the (i) impact of the risk and (ii) likelihood of the risk occurring to produce an overall level of risk indicator.

(i) LIKELIHOOD

Level	Descriptor	Description
1	Rare	May occur in exceptional circumstances
2	Unlikely	Could occur at some time
3	Possible	Might occur at some time
4	Likely	Will probably occur in most
5	Almost certain	Is expected to occur in most

(ii) IMPACT

Level	Descriptor	Financial	Safety	Business activities	Social impacts	Reputation
1	Insignificant	E.g. Less than \$10,000	No injuries	No disruption to the	No social impacts	No significant adverse impact on organisation's
2	Minor	E.g. \$10,001 - \$100,000	First aid	Minimal disruption to	Minimal social impacts	Adverse impacts on the organisation's reputation
3	Moderate	E.g \$100,001 - \$1M	Medical treatment	Significant disruption to the function	Significant social impacts	Direct adverse impact on the organisation's reputation
4	Major	E.g \$1M - \$10M	Extensive	Major disruption to	Major social impacts	Direct adverse impact on the organisation's
5	Catastrophic	E.g. Greater than \$10M	Death	Severe disruption to	Severe ongoing impacts	Extensive damage to organisation's reputation

(iii) OVERALL LEVEL OF RISK

		IMPACT				
		Insignificant	Minor	Moderate	Major	Catastrophic
LIKELIHOOD		1	2	3	4	5
1 (rare)	1	Low	Low	Medium	High	High
2 (unlikely)	2	Low	Low	Medium	High	Extreme
3 (moderate)	3	Low	Medium	High	Extreme	Extreme
4 (likely)	4	Medium	High	High	Extreme	Extreme
5 (almost certain)	5	Medium	High	Extreme	Extreme	Extreme

Risk Categories

TERM	DEFINITION
Behaviour	Behavioural risk involves the identification, analysis, and management of risk factors in industrial and organisational psychology.
Environmental	Actual or potential threat of adverse effects on living organisms and the environment by effluents, emissions, wastes, resource depletion, etc. arising out of an organisation's activities.
Chemical	Chemical hazards are hazardous substances that can cause harm. These hazards can result in both health and physical impacts, such as skin irritation, respiratory system irritation, blindness, corrosion and
Financial	Any of various types of risk associated with financing, including financial transactions that include company loans in risk of default.
Biological	Biological hazards include viruses, bacteria, insects, animals, etc., that can cause adverse health impacts. For example, mold, blood and other bodily fluids, harmful plants, sewage, dust and vermin.
Infrastructure	The risk of loss due to the possibility that the infrastructure in an area may be insufficient to complete a project or transport a good.
Physical	Physical hazards are environmental factors that can harm an employee without necessarily touching them, including heights, noise, radiation and pressure.
International	The major international risks for businesses include foreign exchange and political risks.
Legal	The potential loss that a company or individual could face as the result of a legal issue.
Legislation	Refers to the tentative relationship between governments and business. It's the risk that government actions will constrain a corporation or industry, thereby adversely affecting an investor's holdings in that
Organisational	The business, treasury, and pure risks of an organisation which collectively create uncertainty as to the financial outcome of an enterprise.
Political	The risk an investment's returns could suffer as a result of political changes or instability in a country.
Reputation	A threat or danger to the good name or standing of a business or entity. Can be directly, as the result of the actions of the company itself, indirectly, due to the actions of an employee/s, or tangentially, through
Technology	Any potential for technology failures to disrupt your business such as information security incidents or service outages.
Psychosocial	Psychosocial hazards include those that can have an adverse effect on an employee's mental health or wellbeing. For example, sexual harassment, victimisation, stress and workplace violence.
Safety	These are hazards that create unsafe working conditions. For example, exposed wires or a damaged carpet might result in a tripping hazard. These are sometimes included under the category of physical hazards.
Ergonomic	Ergonomic hazards are a result of physical factors that can result in musculoskeletal injuries. For example, a poor workstation setup in an office, poor posture and manual handling.
Operational	Summarises the uncertainties and hazards a company face when it attempts to do its day-to-day business activities within a given field or industry.

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Step 1. Identify Risk		Step 2. Assess Risk without controls			Step 3. Control Measure	Step 4. Implement Controls	Step 5. Assess Risk			Control/monitor	
Risk <i>What can go wrong?</i>	Consequences	Likelihood (1-5)	Impact (1-5)	Pre-control risk rating		Mitigation Plan Description <i>What will we do to prevent it?</i>	Likelihood (1-5)	Impact (1-5)	Risk rating with controls	Action Plan <i>What will we do if it happens?</i>	Responsibility <i><insert title / name / initials></i>
<i>Adverse effects or events that affect the achievement of the organization's objectives/ potential opportunity that may add value to the organization's operations</i>	<i>Possible impact/ consequence if the event occurs: in \$ or some other qualitative measures e.g. university image/ staff morale etc.</i>	1-5	1-5	Low, Medium, High, Extreme	<i>If there are any strategies or controls already in place for the corresponding risks</i>	<i>Options to manage/ mitigate risks identified if the existing controls are considered inadequate or ineffective e.g. to avoid/ transfer/ control the residual risks that are intolerable</i>	1-5	1-5	Low, Medium, High, Extreme	<i>How the risks and the corresponding mitigation actions can be monitored</i>	
UK Powerlifting united											
Formal complaints lodged against UKPU for discrimination, bullying or harassment (Fair Work Ombudsman, Human Rights Commission, Sex Discrimination Act)	Psychosocial risk Organisational risk Legal risk Reputational risk	4	3	Extreme	UKPU has a Code of Conduct to provide process for dealing with complaints.	Complaints will be lodged with UKPU President and due process will be followed.	2	3	Medium		
Child and Youth Risk Management Strategy Policy											
Not having a Child and Youth Risk Management Strategy	Legal risk Reputational risk Psychosocial risk Safety risk Operational risk	5	5	Extreme	UKPU has a Child and Youth Risk Management Strategy which outlines the policy and guidelines regarding the safety and well-being of children and youth.	Implement and review the documentation associated with the Child and Youth Risk Management Strategy.	1	1	Low		
Not having a statement of commitment for UKPU's child and youth risk management strategy.	Psychosocial risk Organisational risk Legal risk Reputational risk	5	5	Extreme	UKPU has a statement of commitment within the UKPU Child and Youth Risk Management Strategy.		1	1	Low		
UKPU community not feeling empowered to recognise abuse or harm to a child	Legal risk Psychosocial risk Safety risk Operational risk	3	5	Extreme	UKPU has readily available resources, via UKPU website, specific to types of abuse and resulting harm in relation to children and youth.	Implement and review the documentation associated with the Child and Youth Risk Management Strategy.	2	3	Medium		
UKPU don't have resources for reporting a disclosure or suspicion of harm	Legal risk Psychosocial risk Reputational risk	5	4	Extreme	UKPU has easily accessible resources, via UKPU website, to refer to in relation to policy as well as resources to reporting of disclosure or suspicion of harm.	Implement and review the documentation associated with the Child and Youth Risk Management Strategy.	1	1	Low		
If someone breaches UKPU's Child and Youth Risk Management Strategy Policy	Financial risk Psychosocial risk Reputational risk Safety risk	4	5	Extreme	UKPU has key resources which outline breaches and potential risks surrounding Children and Youth within the UKPU community. UKPU has clearly outlined consequences should someone breach this policy.		3	4	Extreme		
Opportunities for unsupervised access to children and young people	Legal risk Reputational risk Psychosocial risk Safety risk Operational risk	3	5	Extreme	UKPU has clearly outlined the personal responsibility each individual has in ensuring their own safety and the safety of children and youth. This is outlined in multiple documents including the UKPU Code of Conduct and the UKPU Child and Youth Risk Management Strategy Policy.	Implement and review the documentation associated with the Child and Youth Risk Management Strategy.	2	3	Medium		
Opportunities to develop a relationship of trust with a child or young person (or other persons close to the child or young person) over time;	Reputational risk Psychosocial risk Operational risk Safety risk	4	5	Extreme	Anyone who is in a position of power, for example a Meet Director or Referee, is required to complete a Working with Children Check relevant to their State or Territory. Any person who interacts with UKPU is responsible for informing themselves with the policy and guidelines when interacting with Children and Youth.	Implement and review the documentation associated with the Child and Youth Risk Management Strategy.	3	2	Medium		
Where the child or young person has particular vulnerabilities (e.g. being weighed in or drug tested)	Reputational risk Psychosocial risk Operational risk Safety risk	4	5	Extreme	UKPU has clearly outlined the personal responsibility each individual has in ensuring their own safety and the safety of children and youth. Key measures have been put in place to ensure the safety and wellbeing of Children and Youth in relation to specific UKPU competition requirements, for example the UKPU Drug Testing Policy.	Implement and review the documentation associated with the Child and Youth Risk Management Strategy.	3	3	High		
Where there is an interaction between children and other children	Safety risk Psychosocial risk	4	3	High	UKPU has implemented key resources to reduce any potential harm, whether physical, emotional or mental, between two children or youth taking place while engaging with UKPU. Core resources include the UKPU Child and Youth Risk Management Strategy Policy and the UKPU Code of Conduct.		2	2	Low		
Injury at an event	Safety risk Operational risk Psychosocial risk	4	5	Extreme	UKPU has a general risk management plan that is utilised by all Meet Directors at any UKPU event or competition.		2	2	Low		

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Transporting minors to and from events	Safety risk Operational risk Psychosocial risk	3	4	Extreme	UKPU has clearly outlined the personal responsibility each individual has in ensuring their own safety and the safety of children and youth. Key measures have been put in place to ensure the safety and wellbeing of Children and Youth in relation to specific UKPU competition requirements, including the UKPU Code of Conduct.		2	3	Medium		
Unsupervised child or youth left alone within an UKPU competition warm up room or gym	Safety risk Psychosocial risk Legal risk	3	4	Extreme	UKPU has clearly outlined the personal responsibility each individual has in ensuring their own safety and the safety of children and youth. Key measures have been put in place to ensure the safety and wellbeing of Children and Youth in relation to specific UKPU competition requirements, including the UKPU Code of Conduct and the UKPU Child and Youth Risk Management Strategy Policy.	Implement and review the documentation associated with the Child and Youth Risk Management Strategy.	1	2	Low		
Consent not sought or provided when engaging in personal contact (e.g. wrapping of knees)	Safety risk Psychosocial risk Legal risk Operational risk	4	4	Extreme	UKPU has clearly outlined the personal responsibility each individual has in ensuring their own safety and the safety of children and youth. Key measures have been put in place to ensure the safety and wellbeing of Children and Youth in relation to specific UKPU competition requirements, including the UKPU Code of Conduct and the UKPU Child and Youth Risk Management Strategy Policy.	Implement and review the documentation associated with the Child and Youth Risk Management Strategy.	2	3	Medium		
Contractors involved with competition (e.g. physio) don't have appropriate qualifications and certifications	Safety risk Psychosocial risk Legal risk	2	4	High	It is the responsibility of Meet Directors to ensure any contractor engaged with UKPU has the appropriate certifications to work with children, including a Working with Children Check as per the relevant state.		2	3	Medium		
Personal information of minors not protected	Safety risk Legal risk Operational risk	3	4	Extreme	UKPU has a Privacy Policy which details the storage and protection of information of all individuals who engage with the federation.		2	3	Medium		