



GUIDE 7: YOUTH PROTECTION RISK MANAGEMENT

Enclosure 2

Table 2 - Mitigation strategies

Area	Mitigation Strategies
Safe environment	<ul style="list-style-type: none">• Provide personnel with youth protection education and training according to their level of contact with youth.• Manage identified risks, including minimising situations where a youth may be unsupervised.• Minimise one-to-one interactions between adult personnel and youth.• Model acceptable youth protection behaviours to embed behavioural and cultural change.• Regularly assess physical environments for youth protection risks.• Choose buildings or spaces that are well lit, open, and visible to multiple people when planning youth-related activities.• Adopt a continuous improvement approach to youth protection breaches.
Safe recruitment	<ul style="list-style-type: none">• Include Defence's commitment to youth protection in recruitment documentation.• Ensure personnel obtain and maintain mandatory Working with Children / Working with Vulnerable People / Police checks in accordance with Defence policy and legislation.• Include youth protection-specific questions when interviewing and conducting reference checks for youth-related work roles.
Communication	<ul style="list-style-type: none">• Familiarise personnel with Defence's youth protection policies.• Inform youth about their rights and responsibilities, including codes of conduct.• Inform youth, their parents/guardians, and other community members on how to access information on how Defence ensures youth safety.• Ensure feedback and confidential complaint mechanisms are in place and accessible.• Collaborate with transgender and gender-diverse individuals, and their parents or guardians, to find mutually acceptable outcomes that can be reasonably accommodated in youth engagement activities.• Remain mindful of behaviour and language when interacting with youth.• Use individual management plans for youth engagement participants with additional needs, clearly outlining expectations, appropriate mitigation strategies, and situational responses.
Responding to issues and disclosures	<ul style="list-style-type: none">• Train personnel who interact with youth to recognise the signs of abuse and understand how to appropriately respond to disclosures of abuse.• Ensure personnel are aware of their obligation to listen to and respect youth concerns.• Complete youth protection training and report incidents in accordance with Defence Youth Manual protocols.• Encourage diversity leaders to network with their counterparts to share and implement practical solutions that support inclusivity.



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| | <ul style="list-style-type: none">• Provide Defence personnel with access to information about services and support which are available. |
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