



## **EBFC Child Safety and Wellbeing Policy**

### **1. Purpose**

All children at Emerald Boxing & Fitness Club have a right to feel safe, protected and included.

This policy is part of our organisation's ongoing commitment to protecting the children in our care from harm and abuse. It:

- outlines the child safe practices our organisation has put in place to minimise the risks to child safety
- sets out what is required from staff, including volunteers and others who interact with our organisation, so they know what is expected from them to keep children safe.

### ***Our commitment to child safety***

At Emerald Boxing & Fitness Club we commit to the safety and wellbeing of every child in our care. Please read our Statement of Commitment to Child Safety, which is available on our website [www.emeraldboxing.com.au](http://www.emeraldboxing.com.au) and is displayed inside the shed at 95 Esmond Street, Emerald.

Our organisation ensures services and activities are inclusive of all children, including children with diverse needs.

### **2. Scope**

The policy describes what is required from all staff and volunteers in the organisation when taking part in any activities, services and events that involve children.

### **3. Responsibilities for children's safety**

Everyone in our organisation is expected to carry out the requirements specific to their role to keep children safe. This includes:

- upholding our organisation's commitment to child safety
- reading, signing and upholding the behaviours set out in our Child Safe Code of Conduct
- meeting requirements across all other child safe policies and procedures, including child safe recruitment practices and risk management

- taking part in our regular reviews of our child safe documents
- reporting all breaches of our policies or any allegations of child harm or abuse, and meeting all external reporting obligations
- completing all child safe training.

Please contact [any of the Management Committee or Head Coach](#) with any of your child-safety related questions or concerns.

#### **4. Active participation of children, families and communities**

- All our child-related policies and procedures are easily accessible on our website and offline for everyone who accesses our services and events, including children, parents, carers and community members.
- Children, parents and carers from diverse backgrounds and circumstances are encouraged to provide feedback on our child-related policies and procedures, including our Child Safe Code of Conduct that describes acceptable and non-acceptable behaviours and our Child Safe Risk Management Plan.
- We provide opportunities for children to provide feedback to our management, board or committee on what makes them feel safe, supported and included.

#### **5. Definitions of harm and abuse**

##### ***General definitions***

##### **Psychological abuse (also known as emotional abuse)**

This includes bullying, threatening and abusive language, intimidation, shaming and name calling, ignoring and isolating a child, and exposure to domestic and family violence.

##### **Physical abuse**

This includes physical punishment, such as pushing, shoving, punching, slapping and kicking, resulting in injury, burns, choking or bruising.

##### **Sexual abuse**

This includes the sexual touching of a child, grooming, and production, distribution or possession of child abuse material.

##### **Grooming**

This is a process where a person manipulates a child or group of children and sometimes those looking after them, including parents, carers, teachers and leaders. They do this to establish a position of 'trust' so they can then later sexually abuse the child.

##### **Misconduct**

This is inappropriate behaviour that may not be as severe as abuse, but could indicate that abuse is occurring and would often be in breach of an organisation's Child Safe Code of Conduct. This could include showing a child something inappropriate on a phone, having inappropriate conversations with a child or an adult sitting with a child on their lap.

##### **Lack of appropriate care**

This includes not providing adequate and proper supervision, nourishment, clothing, shelter, education or medical care.

#### **6. What the policy covers**

### Transporting children

Best practice is to always have two adults travelling with children. If this is not possible, a suitable arrangement must be made between the organisation and the parents of the children. If a child is alone with an adult in a car they must sit on the back seat. Every child should be accounted for at the end of a journey.

### Social media use and online communication

Staff and volunteers must never communicate privately with children online or on social media. Any necessary online communication should include the child's parent or carer in the correspondence.

### Photography and the use of images

Photos and videos of children can only be taken with the permission of parents or carers. Parents and carers must also approve any images used on our social media channels. It is unacceptable for staff or volunteers to take photos or videos of children, other than their own, on personal devices, or to share images without permission.

### Physical contact

Physical contact with children should be kept to a minimum. Everyone involved in the organisation is expected to have healthy physical boundaries with children.

### Gifts and benefits

Volunteers must never give gifts to children, or bestow benefits of any kind to a child, unless they have direct permission from the child's parents or carers.

### Secondary employment

Volunteers must declare any employment and make sure there are no conflicts of interest associated with the employment.

Volunteers are not allowed to babysit children in our care unless they know the family or carer outside the organisation. If this is the case, they must let the organisation know that this arrangement is in place so it can be documented.

### Out of hours contact with children

Volunteers must let us know about any out-of-hours contact they have with children in our care. It is unacceptable for volunteers to participate in the lives of children outside the organisation without a valid reason. Professional boundaries with the children in our care must be maintained at all times.

### Illness and injury management

Injuries must be reported to the first aid officer on duty and first aid administered in a safe space within lines of sight of other adults.

## **7. Reporting requirements for different types of concerns or incidents**

### *Child Safe Reporting Policy*

Our Child Safe Reporting Policy sets out requirements and procedures for complaints, allegations, disclosures and reports, and external reporting obligations. It can be accessed at [www.emeraldboxing.com.au](http://www.emeraldboxing.com.au).

## **8. Other related child safe documents**

Emerald Boxing & Fitness Club has a range of other key documents that relate to child safety. These can be accessed at [www.emeraldboxing.com.au](http://www.emeraldboxing.com.au), and include:

### ***Statement of Commitment to Child Safety***

Our public commitment to prioritising child safety across our organisation.

### ***Child Safe Code of Conduct***

Guides the day-to-day behaviours of adults interacting with children at the organisation.

### ***Child Safe Risk Management Plan***

Describes the specific risks at the service that could affect children's safety and identifies the protective strategies used to lower each risk.

## **9. Publication, communication and engagement**

Our Child Safe Policy and other child safe documents can be found on our website at [www.emeraldboxing.com.au](http://www.emeraldboxing.com.au).

Anyone involved in our community can request a copy via email at any time. We publish regular reminders to our community about our child safe documents and invite feedback whenever one of our organisation's child safe documents is up for review.

## **10. Related legislation, regulations and standards**

Emerald Boxing & Fitness Club understands its responsibilities and is committed to complying with all relevant Queensland child protection legislation and child-safe frameworks. These include:

- the Child Safe Organisations Act 2024 (QLD), including the Child Safe Standards and Reportable Conduct Scheme
- the Queensland Family and Child Commission Act 2014 (QLD)

- the Working with Children (Risk Management and Screening) Act 2000 (QLD)
- the Working with Children (Risk Management and Screening) Regulation 2020 (QLD)
- the Child Protection Act 1999 (QLD)

## **11. Approval and review**

This policy was approved at the General Meeting of EBFC on 24<sup>th</sup> February 2026.

This policy will be reviewed annually to ensure relevance and effectiveness.

Date for review 23<sup>rd</sup> February 2027, or earlier if there are any critical incidents