

Bribie Island Junior AFL Club

Child and Youth Risk Management Strategy

Version 1.0

## Introduction

The Bribie Island Junior AFL club is committed to ensuring all (but not limited to) participants, parents, spectators, officials, coaches, and committee members are aware of their responsibilities when interacting with children and young people at our Club. We recognise that children and young people remain in sports if they feel safe and respected. We recognise that the protection of children is everyone's responsibility, with the safety and wellbeing of all children and young people at our club shared responsibly between the club, parents/carers, coaches, spectators, volunteers and members of our club community.

Our child and youth risk management strategy align with the National Principles for Child Safe Organisations and the Australian Sports Commission Child Safe Policy 2024.

## 1. Statement of Commitment

The Bribie Island Junior AFL Club acknowledges that all children and young people have equal rights to protection from harm and abuse regardless of their race, religion, age, disability, cultural background, gender, sexual orientation or family/social background. Our club considers that the health, safety and wellbeing of children and young people take priority over all other competing considerations.

The club is committed to creating a safe, inclusive and welcoming environment for all children and young people including Aboriginal and Torres Strait Islander children, those from culturally and linguistically diverse backgrounds and children with disability who participate in football and umpiring activities at our club.

The club has zero tolerance to all forms of abuse, exploitation and harm. The safety and wellbeing of children and young people is paramount. Should an incident occur, we will act quickly to protect children and young people, with all complaints treated seriously, thoroughly investigated and handled confidentially.

The club is committed to the active participation of children and young people, ensuring all children and young people know their rights, have their views taken seriously and involve them in decisions that may directly affect them and their peers at the club. We recognise the important role families play in supporting children and young people to participate in Australian football and value the input of families in decision making at our club.

Our Club is committed to continually reviewing its policies and practises to protect the safety and wellbeing of all children and young people.

## 2. Definitions

2.1. Child and Young Person mean a person under the age of 18 years.

2.2. Child Abuse includes all forms of physical, emotional, psychological, verbal and/or sexual abuse. Child abuse also includes sexual exploitation, neglect or negligent treatment, grooming, harassing behaviour, bullying or other exploitation of a child or young person and includes any actions that result in actual or potential harm to a child or young person. Child abuse can be a single incident or take place over time.

2.3. Child protection means any responsibility, measure or activity undertaken to safeguard children from harm.

2.4. Club is the name of the Club outlined in the header of this Policy document.

2.5. Family violence occurs when children and young people are forced to live with violence between adults in their home. Family violence includes violence between members of a family, or extended family, or those fulfilling the role of family in a child or young person's life. It can include witnessing violence or the consequences of violence. Exposure to family violence places children and young people at increased risk of injury and harm and has a significant impact on their wellbeing and development.

2.6. Grooming is a term used to describe what happens when a perpetrator builds a relationship with a child or young person with the intent to abuse or harm them. Perpetrators may also groom parents/carers by forming relationships of trust with parents/carers before harming a child or young person. Grooming can take place over a long period of time before abuse occurs or the abuse can happen relatively quickly. Grooming can take place in physical (face-to-face) environments or online.

2.7. Harm can be any action that may have a significant impact on a child or young person's physical, psychological or emotional wellbeing. Harm can be caused by:

- Physical, psychological or emotional abuse or neglect;
- Sexual abuse or exploitation;
- Family violence;
- A single act, omission or circumstance; and
- A series or combination of acts, omissions or circumstances.

2.8. Sexual abuse or exploitation is any act which exposes a child or young person to or involves them in sexual acts beyond their understanding or contrary to accepted community standards. Sexual offence behaviours can include the fondling of genitals, masturbation, oral sex, vaginal or anal penetration by a penis, finger or any other object, fondling of breasts, grooming, voyeurism, exhibitionism, and exposing the child to or involving the child in pornography. It also includes engaging a child or young person to participate in sexual conversations online.

2.9. Concerns and complaints include any issue that an adult or peer considers may negatively impact on the safety or wellbeing of a child or young person.

### 3. Expected Behaviour at our Club

The Bribie Island Junior AFL Club have codes of conducts for players, coaches, parents and spectators, and committee members that align with the Australian Football League (AFL) which highlights the acceptable and unacceptable behaviour of our members. The codes also outline the responsibilities to the safety and wellbeing of children and young people at our club.

It is expected that all members understand the rights of children and the definitions of child abuse and harm. It is further expected that they act on anything that they hear or see that may cause harm to a child or young person.

All members of our Club are expected to value equity and diversity and treat all children and young people with respect regardless of their race, religion, age, disability cultural background, gender, sexual orientation or family/social background.

The Bribie Island Junior AFL Club take the following actions to ensure all volunteers in direct contact with children and young people at our club is implemented:

- All committee members, coaches and team managers **MUST** complete and sign the current seasons commitment forms. This form requires the person to declare that they hold a valid working with children's card, exemption card or in the process of obtaining a working with children's card.
- No committee members, coaches and team managers will be able to commence the football season without a valid card.
- A registry of members required to hold a Working with Children Card or exemption card is maintained and linked to the Club via the Blue Card Services Organisational Portal.
- All volunteers, members and other personal are required to comply with the Clubs code of conducts to continue their engagement with the Club.
- The Club will promote a culture of safety and comply with legal requirements of Working with Children

### 4. Risk Management Approach

Th Club is committed to supporting all committee members, coaches, and volunteers in understanding how to create and maintain a child safe and child friendly environment. We believe that the safety, wellbeing, and participation of children and young people is paramount, and we will ensure that all individuals involved with our club are equipped with the knowledge and tools to uphold these values.

Recognising the importance of proactively identifying and managing potential risks to children and young people, our Club will take deliberate steps to address both physical and online safety. To this end, we will continue to keep up to date with changes and direction through the Child Safe Organisation System, and AFL Queensland. Our Club will continue to review the risks and mitigate any potential harm or unsafe situations on a regular basis with the committee, coaches, volunteers, parents and importantly, with children and young people themselves. This collaborative approach ensures the plan remains relevant, effective, and fit for purpose in an evolving environment.

## 5. Reporting Disclosures and Suspicions of Harm

Our Club will ensure that all committee members, coaches, team managers and volunteers are aware of and understand child protection procedures and are supported in taking the appropriate steps to safeguard children and young people in our care.

If a person receives information that leads them to form a reasonable belief that a sexual offence has been committed, that person has a legal obligation to disclose that information to the Police as soon as it is practicable. Individuals who fail to comply with this obligation under the *Crimes Act 1958* (Vic) may be subject to a penalty of imprisonment.

Several professions in the community (including but not limited to teachers, nurses and doctors) are also required by law to report to Child Protection where they have formed a belief, on reasonable grounds, that a child is in need of protection because they have suffered (or are likely to suffer) significant harm due to physical or sexual abuse. This report must be made as soon as practicable, and on any occasion where they become aware of other allegations and have reasonable grounds for belief.

Our Club will investigate all allegations of inappropriate conduct involving a child or young person in accordance with the principles of procedural fairness. Investigations will be handled in a confidential and sensitive manner, ensuring the rights and wellbeing of all parties involved are respected.

In situations where there is an immediate threat to the safety or wellbeing of a child or young person, our Club requires that the Police be contacted without delay by calling '000'.

For matters that do not involve immediate danger, but where there are reasonable grounds to believe a child or young person may be in need of protection from abuse or harm, individuals are encouraged and supported to report their concerns. Reports can be made:

- By contacting Policelink on 131 444

- A Regional Intake Service (Monday to Friday 9am to 5pm) 1300 682 254 or after hours 1800 177 135

If you're not sure whether to make a report, you can [get help and advice](#). You can also get [legal advice](#).

Any persons at our Club who the subject of a child or young person-related concern or complaint may be requested to stand down from their position during an investigation. Their duties may be altered or temporarily removed to prevent engagement with children and young people, to ensure safety and maintain confidentiality.

## 6. Record Keeping and Information Sharing

The Bribie Island Junior AFL Club is committed to making and retaining accurate records of all reports related to child safety concerns and complaints. We recognise the importance of proper documentation as a critical element in ensuring transparency, accountability, and continuous improvement in child safety practices.

Our Club will maintain a secure and confidential register of all allegations, investigation and outcomes concerning inappropriate conduct. This register forms a key part of our child safety framework and reflects our commitment to transparency, accountability, and the continuous improvement of our child safety policies and practices.

From time to time, and where it is appropriate and in the best interests of a child or young person, Our Club may share relevant information with external authorities. This may be necessary to comply with legal obligations or to prioritise the safety and wellbeing of a child or young person in need of protection.

As part of our commitment to ongoing improvement, Our Club will regularly review identified risks to children and young people through our incident management and record-keeping processes. These risks will be assessed and incorporated into our broader risk management plan to ensure that our child safety strategies remain responsive, effective, and up to date.

## 8. Links

1. <https://www.qld.gov.au/community/getting-support-health-social-issue/support-victims-abuse/child-abuse/child-sexual-abuse/child-sexual-abuse-help>
2. <https://www.qld.gov.au/law/legal-mediation-and-justice-of-the-peace/legal-advice-and-investment/legal-information-and-advice>