



Risk Management Strategy for Children & Young People

Aligned to QFCC Standards 1 & 9 – Leadership, Governance and Culture / Continuous Improvement

Policy Owner: General Manager

Approved by: Board of Directors

Next Review: December 2026

1. Purpose

- The purpose of this strategy is to outline how North Gold Coast Seahawks Basketball (NGCS) identifies, manages, and reviews risks associated with the safety and well-being of children and young people involved in our programs, competitions, and events.
- This strategy satisfies the requirements of the Child Safe Organisations Act 2024 (Qld) and the Working with Children (Risk Management and Screening) Act 2000 (Qld).

2. Scope

- This strategy applies to all NGCS staff, volunteers, contractors, coaches, officials, referees, and Board members, as well as all programs, venues, digital platforms, and events where children and young people participate.

3. Guiding Principles

- Child safety is a shared responsibility across all levels of the organisation.
- Risk management is proactive, systematic, and integrated into all NGCS planning and operations.
- Risk management activities must align with NGCS's Child Safe Policy and be reviewed regularly.
- Risk decisions must consider the rights, voice, and safety of children above all else.

4. Risk Management Process

NGCS applies the following process for identifying and managing risks:

- Identify potential risks to children and young people.
- Assess the likelihood and potential impact of each risk.
- Implement controls or mitigation strategies to reduce risk.
- Regularly monitor and review the effectiveness of controls.
- Record and report risk management activities and reviews.

5. Risk Assessment Matrix

Risks are assessed based on the following scale:

Likelihood:

- Rare (1): May occur only in exceptional circumstances.
- Possible (2): Might occur occasionally.
- Likely (3): Expected to occur regularly.

Impact:

- Minor (1): Low consequence, minimal disruption or harm.
- Moderate (2): Some harm or distress, possible breach of policy.
- Severe (3): Significant harm or potential for abuse.

Risk Rating = Likelihood × Impact (1–9 scale).

6. Example Child-Related Risk Register

This sample register is indicative only. Each NGCS program, venue, or event must maintain its own risk register, which must be reviewed annually or following any incident.

<i>Activity / Area</i>	<i>Risk Description</i>	<i>Control Measures</i>	<i>Residual Risk Rating</i>
Travel to games or tournaments	Inadequate supervision or inappropriate adult–child interactions during travel.	Two-adult rule enforced; written parental consent required; supervision roster maintained.	Low (2)
Online communication with players	Private messaging between coach and junior player outside approved channels.	All team communication occurs in group chats with parents included; no direct messages to minors.	Low (2)
Change rooms / shared facilities	Unsuitable supervision or unauthorised access to change rooms.	Adult access only for legitimate supervision; gender-appropriate staff; signage in place.	Moderate (3)
Photography and media	Images of children used or shared without consent.	Parental consent obtained for all photography; approved photographers only.	Low (2)

7. Monitoring and Review

- The General Manager and Child Safety Working Group are responsible for reviewing this strategy annually and after any incident or policy change.
- Review outcomes will be reported to the Board and used to update the risk register and related procedures.

8. Related Documents

- Child Safe Policy
- Codes of Conduct
- Travel and Transport Policy
- Complaints, Reporting and Responding Procedure
- Venue Safety and Event Management Guidelines

9. References

- Child Safe Organisations Act 2024 (Qld)
- Working with Children (Risk Management and Screening) Act 2000 (Qld)
- Child Protection Act 1999 (Qld)
- QFCC Child Safe Standards (2024)
- Australian Childhood Foundation Safeguarding Children Accreditation Framework

Document Control and Version History

Version	Date Approved	Approved By	Policy Owner	Next Review Date	Summary of Changes
1.0	December 2025	Board of Directors	GM	December 2026	Initial issue