



Child Safe Policy

Aligned to QFCC Standards 1 & 10 – Leadership, Governance and Culture / Policies and Procedures

Policy Owner: General Manager

Approved by: Board of Directors

Next Review: December 2026

1. Purpose

North Gold Coast Seahawks Basketball (NGCS) is committed to providing a safe, positive, and inclusive environment for all children and young people involved in our programs, competitions, and activities.

This policy outlines the principles and practices that guide our approach to safeguarding children and young people, in line with the Queensland Child Safe Standards and the Australian Childhood Foundation (ACF) Safeguarding Children Accreditation Framework.

2. Scope

This policy applies to:

- All NGCS staff, volunteers, coaches, officials, referees, contractors, and Board members.
- All NGCS programs, competitions, training sessions, events, tours, and digital platforms.
- All children and young people participating in NGCS activities, as well as their families and carers.

3. Principles

Our child-safe culture is based on the following principles:

- The safety and well-being of children and young people is our highest priority.
- All children and young people have the right to feel safe, respected, and heard.
- Everyone shares responsibility for protecting children from harm.
- Child safety is embedded in our leadership, policies, and everyday actions.
- Concerns about child safety are taken seriously and responded to promptly and appropriately.

- We value diversity and commit to providing inclusive, equitable, and culturally safe environments.

4. Responsibilities

Board of Directors

Provide leadership, approve policies, and ensure compliance with legislation.

General Manager

Implement this policy, oversee child safety systems, and report to the Board.

Child Safety Officer / Working Group

Monitor implementation, manage concerns, and support continuous improvement.

Staff and Volunteers

Comply with this policy and report any suspected child abuse, neglect, or risk of harm.

Parents and Guardians

Support our safeguarding approach and reinforce safe practices at home and during club activities.

5. Commitments

North Gold Coast Seahawks commits to:

- Maintaining a Child Safety Framework aligned to the 10 QFCC Standards.
- Ensuring all staff and volunteers complete mandatory child protection training.
- Conducting screening and Blue Card checks for all roles working with children.
- Providing safe physical and online environments for all participants.
- Encouraging children and young people to speak up and be involved in decisions that affect them.
- Responding swiftly and transparently to any child safety concerns or complaints.
- Reviewing and improving our policies and practices at least annually.

6. Reporting and Response

All concerns, disclosures, or allegations regarding the safety or well-being of a child must be reported to the General Manager or designated Child Safety Officer immediately.

Reports may also be made to:

- Queensland Police Service – 000 (if immediate danger)
- Department of Child Safety, Seniors and Disability Services – 1800 177 135
- Child Safe Organisations QLD / QFCC – www.qfcc.qld.gov.au

All reports will be managed confidentially and in accordance with our Complaints, Reporting and Responding Procedure.

7. Related Documents

- Statement of Commitment to Child Safety
- Codes of Conduct
- Complaints, Reporting and Responding Procedure
- Risk Management Strategy for Children & Young People
- Privacy & Data Protection Policy

8. References

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

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