RAINBOW BEACH AMATEUR ANGLERS Inc.

Child Safe Policy

1. Policy Statement

This policy outlines the Rainbow Beach Amateur Anglers (RBAA) commitment to ensuring the safety and wellbeing of all children and young people who engage with our organisation. We strive to ensure children are respected, protected, and empowered.

This policy aligns with:

Queensland Working with Children (Risk Management and Screening) Act 2000
Blue Card Services requirements
National Principles for Child Safe Organisations
Child safety is embedded in leadership, governance, operations and culture.

2. Scope

This policy applies to:
Committee Members
Mentors and Assistants
Volunteers and officials
Contractors and service providers
Members aged 18+
Parents / carers when engaged in club activities and any other individuals involved with our organisation who may interact with children or young people.

This policy applies to all club activities including competitions, training, travel, meetings, social events, digital communications and off-site programs.

3. Commitment to Child Safety

We have zero tolerance for child abuse.
We actively listen to children and take their concerns seriously.
We value and respect children from all backgrounds and cultures, including Aboriginal and Torres Strait Islander children and those with diverse needs.

4. The Role of the Child Safety Officer

The Junior Mentor will assume the role of the club's Child Safety Officer.
The Child Safety Officer is responsible for leading the organisation's child safety initiatives, ensuring all staff and volunteers understand and comply with child protection policies. This role involves being the first point of contact for any concerns, allegations, or reports relating to child abuse or harm, and responding promptly and appropriately to all matters raised. The Officer must maintain confidentiality, support those who report concerns, and facilitate communication with relevant authorities as required by law.

Additionally, the Child Safety Officer oversees training and awareness programs, monitors compliance with screening requirements, and works closely with the President and Management Committee to ensure ongoing review and improvement of child safety practices.

5. Code of Conduct

All adults must:

Treat children with respect, dignity and fairness
Act as positive role models
Maintain clear professional boundaries
Avoid one-on-one isolated situations where possible
Ensure appropriate supervision ratios
Obtain parental consent for communication, transport and photography
Immediately report any child safety concern

Adults must not:

Engage in grooming behaviour
Develop intimate or inappropriate relationships with children
Use physical punishment or degrading language
Provide alcohol, drugs or illegal substances to minors
Communicate privately with children in secretive or inappropriate ways

6. Recruitment and Screening

All staff and volunteers must undergo appropriate screening, including Working with Children Checks, reference checks and hold a Blue Card, before commencing in roles involving children. Induction and ongoing training will include child safety awareness and responsibilities.

7.Responding to Concerns

All concerns or allegations of child abuse or harm must be reported immediately to the designated Child Safety Officer who will investigate the concerns and refer the concern to the relevant authority if the concern is validated.
We will support and protect anyone who makes a report in good faith.
We will cooperate with police and child protection agencies as required by law.

8. Reporting of Concerns

The Child Safety Officer is to report all concerns of child abuse or harm immediately to the President.
The President will table a report of Child Safety concerns at the Management Committee, if there are no Child Safety concerns a verbal Nil Report will be sufficient.
Should any Child Safety concerns be validated by the Child Safety Officer these concerns will be immediately referred to the relevant authority.

9. Incident Register

The Child Safety Officer is to report all Child Safety Incidents to the Secretary and the Secretary is to maintain a Child Safety Incident Register.
The incident Register is to be made available for review by the Management Committee and or the relevant authorities.

10. Blue Card Compliance

The Rainbow Beach Amateur Anglers (RBAA) is committed to full compliance with Queensland's Blue Card system to ensure the safety of children and young people. All staff, volunteers, and contractors who work with or have access to children must hold a current Blue Card prior to commencing any duties.
It is the responsibility of the Child Safety Officer to verify the Blue Card status of all relevant personnel and maintain a Blue Card Register.
Any individual without a valid Blue Card will not be permitted to engage in child-related activities until compliance is

Ongoing monitoring will ensure that cards are renewed before their expiry. The RBAA will act promptly should any issues arise regarding Blue Card eligibility, including suspending individuals from child-related work if their Blue Card is suspended or cancelled.

11. Child Safe Standards (Queensland)

The Rainbow Beach Amateur Anglers (RBAA) is committed to upholding the Queensland Child Safe Standards to ensure a child-safe environment across all club activities. These standards provide a framework for preventing child abuse and promoting the wellbeing of children and young people. The key Child Safe Standards in Queensland include:

Embedding child safety in organisational leadership, governance, and culture:
Child safety is prioritised at all levels, with clear policies, regular reviews, and active leadership from the committee.

Empowering children and young people:
Children are encouraged to participate, express their views, and have their voices heard in matters affecting them.

Family and community involvement:
Families and the broader community are informed, engaged, and supported to contribute to child safety.

Equity and diversity:
All children are respected and included, with particular attention to Aboriginal and Torres Strait Islander children, children with disabilities, and those from diverse backgrounds.

Effective staff recruitment, screening, and training:
Robust recruitment, screening (including Blue Cards), and ongoing training are mandatory for all staff and volunteers.

Child-focused complaints processes:
Accessible and responsive procedures are in place for children, parents, and staff to raise concerns or complaints.

Responding to child safety incidents:
All reports or suspicions of harm are addressed promptly, confidentially, and in accordance with the law, including mandatory reporting obligations.

Ongoing review and continuous improvement:
Child safety policies, practices, and incident registers are regularly reviewed to ensure the highest standards are maintained.

12. Risk Assessment for Junior Activities

This Risk assessment outlines the key risks associated with junior activities and the strategies in place to mitigate these risks.
Supervision:
All junior activities will be supervised by appropriately screened and trained adults, in accordance with our Blue Card and child safety policies. Adequate adult-to-child ratios will be maintained at all times to ensure effective supervision.

Environment and Equipment:
Activities will be conducted in safe, accessible environments, with all equipment regularly inspected and maintained. Potential hazards such as water bodies, fishing gear, and vehicles will be identified and addressed before each activity.

Physical Safety:
First aid kits will be available at all junior events, and at least one adult with current first aid training will be present. Emergency contact details for all participants will be collected and accessible to supervising adults.

Child Protection:
All adults involved with junior activities must comply with the organisation's Code of Conduct and child safety policies. Any concerns or incidents will be reported immediately to the Child

Safety Officer and actioned according to the procedures outlined above.

Transport:
When transport is required, only authorised adults with appropriate licences and insurance will be permitted to drive. Parental consent will be obtained for all transport arrangements.

Inclusion and Wellbeing:
Activities will be planned to accommodate the diverse needs of all children, ensuring everyone feels welcome and supported. Bullying, discrimination, or exclusion will not be tolerated.

13. Safe Supervision Ratios

To ensure the safety and wellbeing of all participants, the recommended supervision ratio for junior activities is at least one screened and trained adult for every eight children. Where activities involve higher risk, such as water-based events or excursions, a lower ratio may be implemented to enhance supervision. These ratios are reviewed regularly to align with best practice and legislative requirements, always ensuring adequate oversight.

14. Informing Children and Parents of Their Rights

Children and their parents will be clearly informed of their rights regarding safety, participation, and privacy within all RBAA activities. Prior to taking part in any junior program, families will receive accessible information outlining the organisation's commitment to child safety, the standards of behaviour expected from adults, and the avenues available for raising concerns or complaints.

Children have the right to feel safe, be treated with respect, and have their voices heard at all times. Parents and carers are encouraged to engage with staff and volunteers, ask questions about safety practices, and actively participate in discussions about their child's wellbeing. Both children and parents will be advised on how to identify and report any behaviour that makes them feel uncomfortable, and assured that their concerns will be taken seriously and handled confidentially in line with our policies.

15. Reporting Obligations for Committee Members

All committee members must understand and uphold their legal and ethical obligations to report concerns regarding child safety. If a committee member becomes aware of any behaviour or incident that may put a child at risk, they are required to promptly report this to the Child Safety Officer or follow the procedures outlined in the organisation's child protection policies. Failure to report suspected harm or risk may have serious consequences under Queensland law. Regular training and updates will be provided to ensure all committee members remain informed of their responsibilities and the correct reporting channels.

16. Queensland Reportable Conduct Scheme

The Queensland Reportable Conduct Scheme establishes a consistent process for responding to allegations of child-related misconduct by employees and volunteers within organisations. Under this scheme, the RBAA is required to investigate and report any allegations of reportable conduct—such as sexual offences, inappropriate relationships, ill treatment, or significant neglect—by any adult involved in junior activities. The Child Safety Officer is responsible for ensuring that all allegations are managed confidentially and in accordance with legislative requirements, including notifying the Queensland Family and Child Commission (QFCC) as required.

All staff, volunteers, and committee members must be familiar with their responsibilities under the scheme and participate in training as needed. Any concerns or suspicions about reportable conduct must be raised immediately with the Child Safety Officer, who will coordinate the appropriate response and reporting. The organisation is committed to supporting affected children and families throughout the process, ensuring that their rights, privacy, and wellbeing are prioritised at all times.

17. Risk Management Plan

The RBAA is committed to providing a safe and supportive environment for all junior participants through proactive risk management strategies. Prior to the commencement of any activity, potential hazards will be systematically identified and assessed, including but not limited to environmental risks (such as weather conditions, water bodies, and terrain), equipment safety, and supervision arrangements. Each identified risk will be evaluated according to its likelihood and potential impact, and control measures will be implemented to eliminate or minimise harm. These may include the use of safety barriers, provision of personal protective equipment, and ensuring clear emergency procedures are in place and communicated to all supervising adults.

Risk assessments will be documented for all activities, and reviewed regularly to reflect any changes in legislation, organisational practices, or previous incidents. Staff and volunteers will receive ongoing training in risk management and emergency response, ensuring that everyone is equipped to identify, report, and respond to hazards promptly.

The organisation is committed to fostering a culture of safety and continuous improvement, encouraging all participants, parents, and staff to contribute feedback and suggestions regarding risk management practices.

18. Online Social Media Guidelines

All staff, volunteers, and committee members are expected to use social media responsibly and in a manner that upholds the safety, privacy, and dignity of all junior participants and their families. Photos or identifying information about children must not be posted on any public or private social media platform without explicit written consent from a parent or guardian. Any communication with children via social media or messaging apps must be open, transparent, and, wherever possible, include their parent or carer in the correspondence.

Written consent for the use of photos and identifying information from a parent or guardian is to be obtained when the parent or guardian of the child applies for membership of the club on behalf of the child.

Content shared on official organisational social media channels must reflect the RBAA's values of inclusion, respect, and child safety. Bullying, harassment, or inappropriate interactions online will not be tolerated and may result in disciplinary action. All incidents or concerns involving online conduct should be reported to the Child Safety Officer and managed according to the organisation's child protection and privacy policies. Regular training and updates will be provided to ensure everyone understands their obligations and best practices when engaging online.

19. Photographic Consent

Written consent for the use of photos and identifying information from a parent or guardian is to be obtained when the parent or guardian of the child applies for membership of the club on behalf of the child.

The parent or guardian is to consent to the RBAA using the name, image/ photograph or video of the persons applying for membership in the following; club newsletter, social media, other internet sites, traditional media, annual reports, promotional/advertising material and presentation or displays.

20. Photography at Club Events

Photographing children at Club Events is only to be undertaken by the child's parents or guardians and the club Media officer or delegate at that event.

21. Privacy and Confidentiality

All personal information regarding children and families will be handled sensitively and in accordance with privacy laws. Information will only be shared when necessary to protect a child or as required by legislation.

Review

This policy will be reviewed if there are changes to relevant legislation or organisational practices.