



Queensland Band Association – Child Safety Policy

1. Purpose

The Queensland Band Association (QBA) is committed to the safety, wellbeing, and empowerment of all children and young people who participate in our programs, camps, competitions, and events. This policy outlines our approach to creating a child-safe environment in accordance with Queensland legislation, the 10 Child Safe Standards, the Universal Principle, and the United Nations Convention on the Rights of the Child (UNCRC).

2. Scope

This policy applies to all QBA staff, volunteers, contractors, and participants involved in child-related activities.

3. Legislative Framework

This policy aligns with:

- Child Safe Organisations Act 2024 (Qld)
- Working with Children (Risk Management and Screening) Act 2000 (Qld)
- Child Employment Act 2006 (Qld)
- Blue Card System requirements
- 10 Child Safe Standards (QFCC)
- United Nations Convention on the Rights of the Child (UNCRC)

4. Commitment to Child Safety and Cultural Safety

QBA upholds the rights of all children and young people, with a universal principle of cultural safety for Aboriginal and Torres Strait Islander children. We are committed to:

- Providing physically, emotionally, and culturally safe environments
- Empowering children to participate in decisions affecting them
- Informing children of their rights under the UNCRC

- Listening to and acting on feedback from children and families
- Zero tolerance for child abuse or harm

5. Child and Youth Risk Management Strategy (CYRMS)

QBA maintains current CYRMS, including:

- Statement of commitment to child safety and cultural safety
- Code of conduct for interacting with children
- Procedures for recruiting and managing volunteers
- Risk management plans for all activities, including online environments and off-site events
- Use of specific risk assessment tools and templates
- Procedures for handling disclosures, complaints, and reportable conduct

6. Blue Card and Screening Requirements

All individuals working or volunteering with children must:

- Hold a valid Blue Card
- Be linked to QBA through the Blue Card Services portal
- Events not directly related to children eg Nationals/States do not require the Blue Card requirement unless they are longer than 7 days in length. However, a record of all volunteer names and contact details will be kept on file.

7. Safe Environments

QBA ensures:

- Adequate supervision ratios at all events ie, 1:15 supervisors to students at camps
- Risk assessments for all activities, including travel, accommodation, and online engagement
- Safe transport and accommodation arrangements
- Online safety protocols for digital communications, social media, and virtual rehearsals

8. Child Participation and Feedback

QBA values the voices of children and young people. We will:

- Provide opportunities for children to participate in decision-making and policy reviews
- Encourage feedback through regular surveys, suggestion boxes, and direct consultation
- Ensure children know how to raise concerns or complaints

9. Reporting and Responding to Concerns

QBA will provide guidance and templates to affiliated members for assist

- Reporting suspected harm, abuse, or reportable conduct
- Responding to disclosures from children
- Ensuring confidentiality and support for affected individuals
- Providing accessible reporting mechanisms (including flowcharts and step-by-step guides)
- Investigating complaints with clear timeframes, escalation pathways, and support for all parties

10. Accessibility and Inclusion

QBA ensures this policy is accessible to all children and families by:

- Providing the policy in multiple formats (Easy Read, large print, translated versions)
- Explaining the policy in child-friendly language
- Supporting children and families with additional needs

11. Implementation and Monitoring

QBA will:

- Implement this policy through supervision and operational procedures
- Monitor compliance using regular reporting and revising annually
- Evaluate effectiveness through audits, feedback, and QFCC self-assessment tools

12. Staff and Volunteer Support

QBA provides ongoing support for staff and volunteers through:

- Supervision and mentoring
- Opportunities for reflective practice and feedback

13. Public Availability and Transparency

QBA will:

- Publish this policy and supporting documents on our website
- Make printed copies available upon request
- Communicate updates and review outcomes to stakeholders

14. Roles and Responsibilities

- Board and Executive: Oversee compliance, governance, and policy review
- Child Safety Officer: Coordinate implementation and act as a contact for concerns
- Staff and Volunteers: Uphold the policy and report concerns
- Parents and Guardians: Support child safety practices and encourage children to speak up

15. Supporting Documents

- Code of Conduct
 - Incident Report Form
 - Risk Assessment Template
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If you'd like any further customisation, or if you want sample text for supporting documents (like the Code of Conduct or Incident Report Form), please contact the QBA on qbandsecretary@gmail.com