



Wynnum Vikings AFL Club Safeguarding Children and Young People Policy

Version 1.0
Approved: Oct 2025

Safeguarding Children and Young People Policy

1. Purpose

The purpose of this policy is to ensure that the Wynnum Vikings AFL Club provides a safe, inclusive, and supportive environment for all children and young people. This document aims to:

- Educate members, staff, volunteers, and supporters about their safeguarding responsibilities.
- Establish clear processes for preventing and responding to abuse or harm.
- Align the Club's safeguarding practices with the Universal Principle, Queensland's Child Safe Standards, AFL Queensland's Safeguarding Children and Young People Policy, and the National Principles for Child Safe Organisations.

2. Policy Statement

The Wynnum Vikings AFL Club:

- Upholds a zero-tolerance approach to child abuse, neglect, or harm.
- Promotes the active participation of children and families in shaping a safe club culture.
- Commits to cultural safety and inclusion for Aboriginal, Torres Strait Islander, and diverse community groups.
- Ensures compliance with Queensland's 10 Child Safe Standards.
- Embeds child safety in leadership, policy, and governance at all levels.

3. Scope

This policy applies to all individuals involved with the Wynnum Vikings AFL Club, including:

- Players and umpires
- Parents and guardians
- Coaches, officials, volunteers, and contractors
- Spectators and visitors
- Board and committee members



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4. Definitions

Child or Young Person: Any individual under 18 years of age.

Child Abuse: Physical, emotional, psychological, sexual abuse, grooming, neglect, or bullying.

Harm: Any act or omission that significantly impacts a child's safety, health, or wellbeing.

Grooming: Conduct intended to establish a relationship to enable exploitation or abuse.

Child Safeguarding Officer (CSO): The designated committee member responsible for managing child safety matters.

Child Safe Standards: Ten mandatory standards that guide organisations in keeping children safe in Queensland.

5. Guiding Principles (Aligned with Queensland's 10 Child Safe Standards)

1. **Leadership and Governance:** Child safety is embedded in the Club's constitution, policies, and decision-making.
2. **Participation and Empowerment:** Children are supported to express their views and participate safely in Club activities.
3. **Family and Community Engagement:** Families are informed, consulted, and involved in safeguarding decisions.
4. **Equity and Inclusion:** All children, regardless of background, identity, or ability, are respected and protected.
5. **Suitability of Personnel:** All individuals working with children and young people are appropriately screened, trained, and supported.
6. **Accessible Reporting:** Complaints processes are child-friendly, confidential, and clearly communicated.
7. **Training and Support:** Staff and volunteers receive regular training on child safety and wellbeing.
8. **Safe Environments:** Physical and online environments are actively monitored to prevent harm.
9. **Continuous Improvement:** Child safety practices are regularly reviewed and improved.
10. **Transparency and Accountability:** The Club monitors, reports, and reviews compliance with this policy.

6. Recruitment and Screening

- All committee members, coaches, and volunteers working with children and young people must hold a valid Blue Card and be linked to the Club.
- Roles must comply with the No Card, No Start legislation.
- All new identified personnel must read, acknowledge, and comply with this policy and related safeguarding procedures through the club's compliance management system.
- Screening records are securely maintained by the Registrar and Child Safeguarding Officer.
- For comprehensive information on procedures, please consult the Wynnum Vikings AFL Club Volunteer Recruitment and Screening Policy.



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7. Supporting Club Personnel

The Club provides ongoing safeguarding support through:

- Access to AFL safeguarding resources and Sport Integrity Australia safeguarding modules.
- Training via Play by the Rules, Blue Card Services, and AFL Community Coach Education.
- Annual child safety refreshers and inductions for all committee members, coaches, and volunteers.

8. Risk Management

- The Club implements a Child Safety Risk Management Plan addressing physical, social, and online risks.
- The plan is developed in consultation with committee members, volunteers, parents, and children through use of feedback surveys or focus groups.
- The plan is reviewed annually or following an incident, feedback, or legislative change.

9. Expected Behaviour

All members, staff, and volunteers must:

- Promote the safety, rights, and wellbeing of children.
- Treat all children with respect and dignity.
- Report all suspected abuse or harm immediately.
- Cooperate with authorities and the Club's Child Safeguarding Officer during investigations.

10. Complaints and Reporting

Club Child Safety Reporting Procedure

1. Immediate Risk

- If a child is in immediate danger, call 000.
- Then notify the Child Safeguarding Officer (CSO) or Club President as soon as possible.

2. Concern or Suspicion of Harm

If a club member, volunteer, or parent has a concern about a child's safety or wellbeing:

- Report the concern to the Child Safeguarding Officer (CSO).
- The CSO will document the concern using the Club Child Safety Incident Report Form.
- The CSO will determine whether the concern must be escalated to external authorities, such as:
 - Queensland Police – for suspected abuse or criminal activity
 - Department of Child Safety – for concerns about neglect or ongoing risk



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3. Internal Notification

- The CSO must inform the Club President and (where appropriate) the AFL Queensland Integrity or Safeguarding Officer.
- Reports are managed confidentially and stored securely.

4. Support and Follow-Up

- The Club will support the person making the report and ensure no victimisation occurs.
- The CSO will review the incident, update the risk management plan if needed, and report learnings to the Committee.

11. Reporting Sexual Abuse

Under Queensland law, any adult who reasonably believes a child has been sexually abused must report it to Queensland Police immediately. Failure to report is a criminal offence. Professionals such as teachers, doctors and nurses may also have additional mandatory reporting duties.

12. Privacy and Record Keeping

- All safeguarding records are securely stored and accessed only by authorised committee members.
- Information is shared only when required by law or when necessary to protect a child.
- Data from incidents and complaints will be used to improve Club policies and risk controls.

13. Roles and Responsibilities

Role	Responsibilities
Committee	Oversee implementation and monitoring of safeguarding practices. Monthly reporting on safeguarding at general committee meetings and annual reporting at the annual general meeting.
Child Safeguarding Officer (CSO)	Communicate and promote awareness of safeguarding practices, Manage safeguarding compliance, receive reports, liaise with AFLQ and authorities.
Registrar	Maintain Blue Card and registration records.



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Volunteers & Coaches	Uphold safeguarding requirements and report any concerns immediately.
Parents & Guardians	Support a culture of safety and report any child safety concerns.

14. Breaches of this Policy

- Breaches of this policy may result in disciplinary action, suspension, or removal from the Club.
- Serious matters will be referred to AFL Queensland or relevant authorities.

15. Education and Training

All committee members, coaches, and volunteers working with children and young people must:

- Complete annual safeguarding and Blue Card compliance training.
- Participate in Club inductions and refreshers on safeguarding policies.
- Access AFL and government-endorsed safeguarding resources.

16. Review and Continuous Improvement

- This policy will be reviewed annually or following incidents, legislative updates, or AFLQ policy changes.
- Safeguarding will be made a standing agenda item at monthly general committee meetings.
- An annual safeguarding report will be presented at the Annual General Meeting.
- Reviews will seek input from children, families, and volunteers using feedback tools that are child friendly and accessible to all stakeholders.
- The Club will complete the AFL Child Safety Club Checklist and AFL Club Risk Assessment annually.

17. Related Policies

- Wynnum Vikings AFL Club Volunteer Recruitment and Screening Policy
- Wynnum Vikings AFL Club Photography, Videography and Social Media Policy
- Wynnum Vikings AFL Club Code of Conduct
- Wynnum Vikings AFL Club Complaints and Reporting Policy



18. Laws & Legislative Frameworks

Working with Children (Risk Management and Screening) Act 2000 (QLD)

- Governs Blue Card screening and obligations for child-related employment and volunteer work.

Working with Children (Risk Management and Screening) Regulation 2022 (QLD)

- Supports the above Act and outlines specific requirements for organisations.

Child Protection Act 1999 (QLD)

- Core legislation for the protection of children and intervention services in Queensland.

Criminal Code Act 1899 (QLD) (especially sections on mandatory reporting and child exploitation)

- Outlines offences related to child abuse, grooming, and related matters.

National Principles for Child Safe Organisations (endorsed by COAG)

- Sets out 10 principles to create a culture of child safety in all organisations working with children.

Human Rights Act 2019 (QLD)

- Includes protections of children's rights, relevant to all public and community-based organisations.

Child Safe Organisations Act 2024 (QLD) and Queensland Child Safe Standards

- Requires organisations working with children to implement 10 Child Safe Standards from October 2025, including leadership, child participation, family engagement, and cultural safety.

19. AFL Endorsed Training and Development

Play by the Rules – Child Protection in Sport Training

- Recommended by AFL for all volunteers and coaches. Covers inclusive practices, responding to concerns, and understanding obligations.
<https://www.playbytherules.net.au/>



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AFL Community Coach Education

- Includes child safety modules in accreditation pathways for all coaching levels.

AFLQ Blue Card Compliance Resources

- Guides clubs in understanding Queensland's Blue Card system and how it applies to coaches, staff, and volunteers.

20. AFL Specific Tools and Resources

[AFL Club Risk Assessment](#)

- A self-assessment tool to help clubs evaluate their child safety practices.

[AFL Child Safety Club Checklist](#)

- A practical list to guide clubs in meeting minimum child safety standards.

[AFL Safeguarding Resources](#)

- A central location for policy templates, posters, training materials, and reporting tools.