NANANGO RLFC
CHILD & YOUTH RISK MANAGEMENT STRATEGY

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Nanango RLFC Child & Youth Risk Management Strategy		
Version	**Date**	**Comments**
1.1	Sept 2021	Nanango RLFC Board
1.2	June 2023	Reviewed with no policy intent changes
1.3	January 2025	Reviewed and added links to newly developed resources

Introduction

All children have a right to remain safe, and flourish in an environment which protects and promotes their interests, wellbeing and safety. The Nanango RLFC is committed to providing such environments for all children who participate in our great game.

The Nanango RLFC Beliefs – ***We are Positive, We are Inclusive, We are United and We are Disciplined*** – describe the conduct and behaviours we expect all people to model and abide by, especially to protect children who may require enhanced protections.

The Nanango RLFC is committed to upholding relevant legislation, best practices and the Australian National Principles for Child Safe Organisations[1] and acting without fear or favour should any harm, or suspected harm arise.

Policy Purpose

This policy and associated procedures outline the Nanango RLFC's commitment to ensure the safety and wellbeing of children who are engaged with the Nanango RLFC, affiliated associations and clubs.

The Nanango RLFC acknowledges employees and volunteers provide a valuable contribution to the positive experiences of children who participate in and/or are connected with the sport of rugby league, and as such have an obligation to immediately report when they reasonably suspect that a child has been harmed by sexual, physical, emotional abuse or neglect, or is at risk of harm from such, or has experienced inappropriate behaviour.

These documents clearly outline Nanango RLFC's framework and position for responding appropriately to all reasonable suspicions of:

- sexual abuse or likely sexual abuse of a child; or
- harm or risk of harm to a child from any form of abuse (sexual, physical, emotional or neglect) where there may not be a parent able or willing to protect the child from the harm; or
- inappropriate behaviour by an employee, contractor, volunteer or player towards a child; or
- breaches of this policy.

For the purpose of this policy, a child is an individual who is under the age of 18 years.

From herein, references to the Nanango RLFC will include any rugby league, association, club, or affiliates, played under the auspices of the Nanango RLFC.

Relevant legislation and associated documents

Legislation

- Child Protection Act 1999 (QLD)
- Civil Liability Act 2003 (QLD)
- Criminal Code Act 1899 (QLD)
- Human Rights Act 2019 (QLD)
- Working with Children (Risk Management and Screening) Act 2000 (QLD)

Associated documents

Nanango RLFC	NRL	Sport Integrity Australia / Play by the Rules

• [CLUB]/ Clubhouse /Member Protection and Child Safeguarding Resources
  ○ Member Protection Policy
  ○ [CLUB] Complaints Form
	• Child Safe Code Behaviour - NRL
	• Safeguarding Policy -NRL
	• Complaints and Reporting Procedure-NRL
	• Induction and Training Requirements-NRL
		• Safeguarding Children and Young People in Sport Induction Course
		• Guidelines for interacting with children

○ Child Safe guarding for Presidents ○ Child Safe guarding for Coaches, Managers and others working with children ○ MPP & Child Safeguarding FAQ sheet ○ Privacy Policy ○ Social Media Policy ○ Volunteer Policy 2019 – Game Day Operations	• Recruitment and Screening -NRL • NRL Patron of Games Training (mandatory for all volunteers) • Member Protection Policy (includes child protection policy) • National Code of Conduct • Risk Management for Coaches and Officials • Safe Play Code	• Webinar: Understanding Grooming

Abbreviations

MPIO	Member Protection Information Officer (Nanango RLFC)
NRL	National Rugby League
Nanango RLFC	Queensland Rugby League
Club	[name of the club]
WWC	Working with Children
WWCC	Working with Children Check (Blue Card)

Exclusions

This policy does not apply to allegations of:

- workplace bullying, discrimination, physical assault or harassment – refer to Nanango RLFC Discrimination, Bullying and Sexual Harassment Policy.
- workplace health and safety – refer to the Nanango RLFC Work Health, Safety and Wellbeing Policy.
- sexual misconduct towards an adult person by an adult person – refer to the Nanango RLFC Member Protection Policy.

Examples

Examples used in this policy are not exhaustive.

As not all examples of inappropriate conduct can be listed, determining appropriateness of the conduct relies on what a reasonable person would consider to be appropriate in the circumstances. In doing this, and handling any complaints that arise, the priority is the safety and wellbeing of children.

Scope & compliance

The Nanango RLFC requires compliance with this policy by all relevant persons. As such, this policy applies to the following persons within the Nanango RLFC, all affiliated associations and clubs, whether in a paid or unpaid/voluntary capacity:

- members of boards, committees and sub-committees
- all members (including life members)
- employees
- contractors and visitors
- players (regardless of age)
- volunteers
- coaches/assistant coaches, managers/assistant managers
- support personnel (e.g., physiotherapists, psychologists, masseurs, sport trainers)
- referees and match officials
- parents/guardians, spectators and sponsors (to the full extent that is possible).

Being a Child Safe Organisation

In order to protect children, the Nanango RLFC is committed to being a Child Safe Organisation and complying with current Queensland and Australian legislation. As such this Strategy addresses Queensland's relevant legislation, National Principles of Child Safe Organisations and additional resources specific to our game, children and community.

Each entity and individual involved in the Nanango RLFC has different responsibilities to create a holistic Child Safe Organisation.

Main requirements:

- Annual or post incident review of the Strategy
- Managing Blue and Exemption Card Holders, Parents, Underage volunteers and visitors – and others, including the provision of training
- Managing High Risk activities or Special Events
- Developing and managing Communication Strategy, including ongoing engagement with children to ensure their voices are heard
- Governance and recording all information.

Responsibilities

Everyone

All parties and persons will:

- adopt and adhere to this policy and associated procedures
- maintain a zero-tolerance approach to harm, likely harm or inappropriate behaviour towards children
- ensure that supports are immediately provided to the child and that the child is safe
- protect the identity of the notifier of the harm unless required otherwise by law
- maintain strict confidentiality of all allegations of harm or inappropriate behaviour in accordance with relevant legislation and policy
- ensure all written and electronic records are securely stored.

Nanango RLFC

The Nanango RLFC will:

- maintain the currency and accuracy of this policy and associated procedures
- ensure full compliance with obligations and requirements of the WWC legislation
- develop and maintain a Child and Youth Risk Management Strategy[2] to be reviewed annually or if an incident occurs
- be responsible for the provision of relevant training and knowledge building products to support this policy and associated procedures
- ensure that, where necessary, appropriate support is provided to all persons involved
- develop and manage a state-wide Communication Strategy.

Affiliated Associations (Leagues) / Clubs

All affiliated associations (Leagues) and clubs will:

- ensure full compliance with obligations and requirements of the WWC legislation, including all governance and recording activities
- ensure that, where necessary appropriate support is provided to all persons involved.

Chair / President (affiliated association / club)

The chair / president (as applicable) will:

- be fully conversant with and comply with this policy and procedures
- be available to receive information relating to child protection concerns and reports
- in the situation of a club receiving information relating to child protection concerns and reports – immediately advise the Chair of the relevant Association (League)
- immediately advise the MPIO (Nanango RLFC) of all child protection concerns and reports made to the relevant statutory authorities (e.g., police / child safety services)
- ensure that supports are immediately provided to the child and that the child is safe

- as soon as practicable, advise parents/guardian of the concern and action taken **unless** advised by the police or child safety services not to do so
- ensure that, where necessary, appropriate support is provided to all persons involved
- ensure that all written and electronic records are securely stored.

Member Protection Information Officer (MPIO) (Nanango RLFC)

The MPIO will:

- be fully conversant with and comply with this policy and procedures
- be available to provide guidance and receive information relating to child protection concerns and reports
- undertake all relevant training as required by Nanango RLFC or their respective association (League) or club
- advise the Club President of the, Nanango RLFC as required on child protection reports.

Employees and Volunteers

Employees and volunteers will:

- hold a Blue Card or Exemption Card, or be an exempt person (i.e., parent or visitor) and not engage in any child related activities with the Nanango RLFC until they receive a Blue Card or Exemption Card
- be fully conversant with and comply with this policy and procedures
- support Nanango RLFC's zero-tolerance approach to harm or likely harm to children from any form of abuse or likely abuse.
- always demonstrate appropriate behaviour in line with this policy and relevant Codes of Conduct
- undertake all relevant training as required by Nanango RLFC or their respective association (League) or club
- All coaches or assistant coaches - complete the NRL Patrons of the Game training online course, or similar, as required by Nanango RLFC.

Players

Players are:

- required to understand and comply with this policy and procedures (age dependant)
- to support Nanango RLFC's zero-tolerance approach to harm or likely harm to children from any form of abuse or likely abuse
- to always demonstrate appropriate behaviour in line with this policy and relevant Codes of Conduct
- to undertake all relevant training as required by Nanango RLFC or their respective association (League) or club.

Definitions and key terms

Term	Definition / Explanation
Child	Means an individual under the age of 18 years. s. 8 *Child Protection Act* 1999
Child in need of protection	Is a child who – • has suffered significant harm, is suffering significant harm or is at unacceptable risk of suffering significant harm; and • does not have a parent able and willing to protect the child from the harm. s. 10 *Child Protection Act* 1999
Child exploitation	One or more of the following: • committing or coercing another person to commit an act or acts of abuse against a child • possessing, controlling, producing, distributing, obtaining or transmitting child exploitation material • committing or coercing another person to commit an act or acts of grooming or online grooming
Child exploitation material	**Child exploitation material:** (s.207A Criminal Code) means material that, in a way likely to cause offence to a reasonable adult, describes or depicts a person, or a representation of a person, who is, or apparently is, a child under 16 years- • in a sexual context, including for example, engaging in a sexual activity; or

	• in an offensive or demeaning context; or • being subjected to abuse, cruelty or torture.
Child Safety Services	Statutory agency with the remit to protect children through administering the *Child Protection Act 1999* and *Adoption Act 2009* and working with families and carers in a range of activities.
Contractors	For the purposes of this policy contractors include 'sub-contractors'
Employee	A person who works in a paid full time / part time / casual position
Grooming and online grooming	See section Harm
Harm	Means harm to a child, is any detrimental effect of significant nature on the child's physical, psychological or emotional wellbeing. 1. It is immaterial how the harm is caused. 2. Harm can be caused by: a) physical, psychological or emotional abuse or neglect; or b) sexual abuse or exploitation. 3. Harm can be caused by: a) a single act, omission or circumstance; or b) a series or combination of acts, omissions or circumstances. s. 9 *Child Protection Act* 1999
Inappropriate behaviour	**Inappropriate behaviour:** is not defined in law. For the purposes of this policy 'inappropriate behaviour' means any behaviour that breaches the NRL National Code of Conduct

Term	Definition / Explanation
Investigate	Means carrying out a systematic or formal inquiry into a child protection matter, including interviewing relevant persons; examining the facts of a child protection report; or making a determination about whether a child is in need of protection.
Neglect	The failure by a parent or caregiver to provide a child (where they are in a position to do so) with the conditions that are culturally accepted as being essential for their physical and emotional development and wellbeing.
Parent	Qld: refer to s. 11 *Child Protection Act* 1999
Physical abuse	The use of physical force against a child that results in harm to the child. Physically abusive behaviour includes shoving, hitting, slapping, shaking, throwing, punching, kicking, biting, burning, strangling and poisoning.
Police	Queensland Police Service
Psychological / Emotional abuse	Refers to a parent or caregiver's inappropriate verbal or symbolic acts toward a child, or a pattern of failure over time to provide a child with adequate non-physical nurture and emotional availability. Such acts have a high probability of damaging a child's self-esteem or social competence.
Restricted person	A restricted person is a person who either: • has been issued a negative notice • has a suspended blue card • is a disqualified person • has been charged with a disqualifying offence that has not been finalised. **Working with Children Act**
Restricted employment	Restricted employment refers to the situations or exemptions that allow a person to work with children without a blue card, such as if they are: • a volunteer parent • a volunteer who is under 18 • paid or unpaid staff who work in regulated child-related employment for not more than 7 days in a calendar year

	• a person with disability who is employed at a place where the person also receives disability services or NDIS supports or services • a secondary school student on work experience who carries out disability related work under the direct supervision of a person who holds a blue or exemption card. Restricted employment includes volunteering as a parent within a sporting organisation. **Working with Children Act**
Reasonably suspects	Suspects on grounds that are reasonable in the circumstances. (Sch 3 Dictionary *CPA*)

Term	Definition / Explanation
Reasonable suspicion	A reasonable suspicion is a suspicion formed on grounds that are reasonable in the circumstances. S.13C CPA also states that – • a reasonable suspicion may have been informed by observation of the child, other knowledge of the child or any other relevant knowledge, training or experience the person forming the suspicion may have; • matters that may be considered when forming a reasonable suspicion, include; detrimental effects on the child's body or psychological or emotional state that are evident or likely to become evident in the future; the nature and severity of the detrimental effects and the likelihood they will continue; and the child's age. S. 13C *Child Protection Act* 1999
Self-harm / non-suicidal self-injury	Non-suicidal self-injury (NSSI) is known by a variety of terms, including self-harm, cutting or self-injurious behaviour. Generally, it refers to a person hurting or mutilating their body, usually without the intent to die. Examples include self-cutting, burning, biting, head banging or embedding objects under the skin. NSSI often occurs in secret, making it hard to detect.
Sexual abuse / Likely sexual abuse	Refers to the use of a child for sexual gratification by an adult or significantly older child or adolescent. Sexually abusive behaviours can include fondling genitals; masturbation; oral sex; vaginal or anal penetration by a penis, finger or any other object; fondling breasts; voyeurism; exhibitionism; and exposing the child to, or involving the child in, pornography
Volunteer	A ***volunteer*** is a person who is employed by another person and does not carry out any work for the other person for a financial reward. (2) In this section – ***financial reward*** does not include – (a) a payment that is a reimbursement for out-of-pocket expenses ……. *WWC (Risk Management and Screening) Act* 2000 s. 165 (1) This includes volunteers who may receive an honorarium.

Statement of Commitment

The Nanango RLFC is committed to promoting and protecting the interests, wellbeing and safety of children.

We will achieve this by providing a safe and supportive sporting and learning environment. The Nanango RLFC will undertake all necessary checks to ensure the recruitment and management of eligible and suitable persons.

We expect all employees, contractors, volunteers, players and visitors to model and encourage behaviour that is safe, fair, inclusive and that upholds the dignity and protection of children from harm. Adults are required to respond when they become concerned about the safety of a child.

Children are empowered to seek assistance when they feel unsafe or are concerned about themselves or others.

The Nanango RLFC has a zero-tolerance approach to abuse and harm of children and will immediately respond to all such allegations resulting from the conduct or actions of any person and report such matters to the relevant authorities. Allegations of child sexual abuse and likely sexual abuse will always be reported to the police.

Principles

1. **The safety, wellbeing and best interests of a child are paramount**
   All appropriate measures will be taken to protect children from harm or risk of harm from any form of abuse or inappropriate behaviour by another person towards a child. Where a conflict arises between the interests of the child and another person, the interests of the child are paramount.

2. **Sexual abuse and likely sexual abuse will always be reported to the police**
   All allegations or reasonable suspicions of sexual abuse or likely sexual abuse will immediately be reported to the police.

3. **The responsibility for child protection is a shared responsibility**
   The Nanango RLFC recognises that effective protection of children relies on members reporting their concerns. Children's safety and wellbeing is the responsibility of every adult.

4. **Management practices will assess and identify child protection risk and impact**
   Careful, considerate and ongoing management can identify, mitigate, manage or reduce the risks to children. The Nanango RLFC will undertake a risk assessment of all activities and events where there is contact with children and ensure that appropriate risk management strategies are in place.

5. **Procedural fairness will always be exercised when making decisions that affect a person's rights or interests**
   The principles of procedural fairness will always be observed. Confidentiality will be maintained unless permitted by relevant legislation (reporting to police or to child safety services) or required by law.

Code of Conduct

All members bound by this Policy will abide by the NRL Code of Conduct.

'The NRL Code of Conduct provides all participants – players, parents, coaches, referees, spectators and officials – with some simple rules that assist in delivering a safe and positive environment to everyone involved in the game.

Within that safe environment, every Rugby League participant has the best chance to enjoy the game. By accepting the standards of behavior in the Code, we provide opportunities for young boys and girls to grow on the field - we build good players, good citizens and good communities in which Rugby League is a social asset. It is strongly recommended that everyone connected with Rugby League adopts these rules as an essential part of the way they contribute to our great game.

According to the general principles of the code, participants are encouraged and expected to:

- *show positive acts of sportsmanship,*
- *demonstrate the greatest levels of respect*
- *lead by positive example*
- *celebrate the "good news" stories*
- *accept that the integrity of the sport is of paramount importance.*

To view or download a copy of the code please click below'

NRL Code of Conduct

Day to Day Procedures

1. Registration

1.1. All children must be registered with the Nanango RLFC prior to engaging in any training, games or other regulated activities.

1.2. Registration must include details of parents and guardians, include emergency contact details and other relevant information to ensure safety and wellbeing.

2. Pick up and drop off:

2.1. The Club/League affiliate is responsible for ensuring parents/guardians and children know the time and location of practice and games and finishing times.

2.2. Coaches, managers and other volunteers should arrive before scheduled practice or game times.

2.3. Parents are expected to bring their child to games and training on time, and communicate with the coach, manager etc., that their child is now in attendance.

2.4. Parents must pick their children up on time, make alternative arrangements and let these be known, and/or be in contact with the coach, manager etc., if an emergency has arisen.

2.5. Coaches will have details of parent/guardian emergency contact numbers and access to a phone.

2.6. In the event a caregiver fails to collect their child within one hour after a Nanango RLFC activity finishes, the relevant Nanango RLFC person will:

2.6.1. attempt to make contact with the parent/guardian;

2.6.2. ask the second to last child and their parent/guardian, or another Nanango RLFC person to wait with them and the child in a safe location; and,

2.6.3. attempt to contact the child's parent/guardian, and other person's listed on their 'emergency contact information'

2.7. If the parent/guardian, and other approved contacts are unable to be contacted after the second hour has passed the coach, manager, or other appropriate Nanango RLFC person will:

2.7.1. advise the Club President or other relevant club member.

2.7.2. notify the Queensland Police Service and adhere to their instructions.

2.8. At no time, will a coach, manager or other appropriate Nanango RLFC person transport a child to their home, or another alternative location, unless expressed permission has been given by the child's parent/guardian and in the company of a second person. Use *Transporting/Pick Up Approval* (Form 1).

3. Supervision:

3.1. Staff and volunteers will work within the sight of others at all times.

3.2. Staff and volunteers will not be isolated or left alone with a child/ren.

3.3. If a child approaches a staff or volunteer and wishes to talk privately, this should be done in an open area and in sight of other adults, whilst upholding privacy.

3.4. Before going into change rooms, staff and volunteers will knock or announce they are entering. It is best for adults to have at least one other adult when in a change room with children.

4. Appropriate conduct

4.1. Coaches and other personnel in positions of authority should maintain clear physical, emotional, social and sexual boundaries including:

4.2. Physical:

4.2.1. There are limited reasons as to why staff and volunteers will need to have physical contact with children i.e., correcting positions/technique, administering first aid, giving high 5's etc.

4.2.2. Only the use of physical contact appropriate for the development of a particular skill and has the permission of the child is allowed.

4.2.3. Players or participants should be congratulated or comforted in public, not in an isolated setting.

4.2.4. Inappropriate conduct:

4.2.4.1. Use drills to develop fitness, not as a punishment;

4.2.4.2. Excessive touching; and,

4.2.4.3. Hitting, punching, kicking or any other violent or malicious actions etc.

4.3. Emotional:

4.3.1. Players should be given positive feedback on performance, not negative feedback about the person.

4.3.2. Children should be encouraged and not put-down.

4.3.3. Children will be spoken to with respect to their age and level of maturity.

4.3.4. The provision of individual gifts should be avoided.

4.4. Social:

4.4.1. Attend sport related events such as sponsorship and fundraising events, celebrations and annual meetings but do not socialise with children outside sporting functions.

5. Transportation

5.1. From time-to-time children may be transported by a Nanango RLFC representative, including coach, manager, volunteer etc.

5.2. Transportation must only occur if a parent/guardian has given their expressed written consent and is in the company of a second adult. Use *Transporting/Pick Up Approval* (Form 1).

5.3. Transportation must only occur under circumstances directly related to Nanango RLFC activities; i.e., games, training, events etc.

5.4. The Nanango RLFC person must uphold all standards set out within this Nanango RLFC C&YRMS whilst transporting a child.

6. Overnight Stays

6.1. From time-to-time children may stay overnight at different locations for the purpose of Nanango RLFC activities and programs.

6.2. A High-Risk Management Plan must be completed and parents/guardians sign consent forms providing permission for their child/ren to attend. Refer to Special Events and High Risk Activities.

- Examples of risk mitigation to ensure children's safety and wellbeing are:
- Children must be segregated from adults for accommodation arrangements, with the exception of appropriate adult supervision.
- Adults must not enter the rooms of children, unless for an expressed and approved purpose. Similarly, children must not enter the rooms of adults.
- Children will be informed of their right to safety, and what to do if they have any concerns.
- Emergency contact phone numbers must also be included with tour information for participants.

6.3. Overnight stays must only occur under circumstances directly related to Nanango RLFC activities i.e., competitions, training camps etc.
6.4. All Nanango RLFC staff and volunteers must demonstrate appropriate conduct and behaviour consistent with this Policy, NRL Child Safety Framework, Nanango RLFC Member Protection Policy and all other relevant policies to uphold and safeguard the rights of children.
6.5. No alcohol is to be consumed by Nanango RLFC staff and volunteers whilst providing supervision to children or during children's rugby league activities and events.
6.6. Children will be provided the opportunity to contact their parents whilst they are away.
6.7. Children will be provided with safe sleeping arrangements.

7. Change Rooms

7.1. The supervision of children in change rooms must be balanced with upholding and safeguarding their rights.
7.2. In circumstances where children require assistance, adults will do so whilst adhering to conduct and behaviours expected by this Policy and other relevant policies.
7.3. Nanango RLFC staff and volunteers should enter the change rooms first to ensure no other adults are present. The Nanango RLFC staff or volunteer should then leave and wait outside until all children have finished.
7.4. Nanango RLFC staff and volunteers will avoid situations where they are left alone with a child/ren in a change room.
7.5. No photography of any kind will take place in a change room.
7.6. Adults will not get changed or undressed in any capacity whilst children are present in the change rooms except for purposes directly related to rugby league activities.
7.7. Nanango RLFC staff and volunteers should avoid entering the change room of the opposite sex, except in emergent situations or when appropriate supervision is provided.

8. Injury, Illness and Accidents

8.1. LeagueSafe Trainers and First Responders are vital in the safety, health and well-being of Rugby League players at all levels of the game. These individuals are accredited and present at all rugby league training, games and other related activities or programs.
8.2. Accredited Persons will refer to these relevant NRL Policies when an injury, illness or accident arises whilst a child is engaged in rugby league related activities or programs:
8.2.1. NRL Safe Play Code
8.2.2. NRL On-Field Policy
8.2.3. NRL Injury Report Forms
8.2.4. NRL Medical Advice Cards
8.2.5. NRL Management of Concussion
8.2.6. NRL Infection Disease
8.2.7. NRL Head Injury Recognition and Referral Form
8.2.8. NRL Neck Injury and Cervical Collar Policy
8.2.9. NRL Heat Policy
8.2.10. Any other relevant policy implemented by the NRL and/or Nanango RLFC.

9. Photos and Video Content

9.1. Individuals featured in photographs and/or videos (or a parent/guardian if under 18yrs) must have given consent for their image to be published, as personal information protection principles must be respected.
9.2. The Nanango RLFC must ensure individuals are provided with information regarding how their image/s may be used.
9.3. The Nanango RLFC may request that Professional photographers and/or spectators taking photographs register at an event or facility.
9.4. The Nanango RLFC does not permit unsupervised or individual access to children for the purpose of taking images.

9.5. The Nanango RLFC will not display personal information such as residential address, email address or telephone numbers. And if this is appropriate it will only occur after gaining consent from a parent/guardian first.
9.6. The Nanango RLFC will only use appropriate images of a child/ren, relevant to the sport or activity, and suitably clothed.
9.7. The Nanango RLFC will work towards reducing the ability for direct copying of pictures from a website to another source (i.e., disable the 'right click' function).
9.8. Contact details will be made available to allow for concerns or complaints of inappropriate photographic behaviour or content to be raised.
9.9. Parents will be advised of avenues to lodge complaints or concerns such as the Office of the Australian Information Commissioner.

10. Alcohol and Drugs

10.1 . Staff, volunteers, parents, visitors or any other person whilst engaged in classes or activities provided by the Nanango RLFC are expected to;
10.1.1. Abstain from using or possessing alcohol or illicit substances in front of child/ren
10.1.2. Not be under the influence of alcohol or illicit substances in front of child/ren
10.1.3. Not smoke in front of child/ren
10.1.4. Not provide information on, nor condone the use of alcohol or illicit substances in front of child/ren.

11. Communication

11.1. All communication with child/ren will be done via a parent or guardian.
11.2. Nanango RLFC staff or volunteers will ***not*** have any private contact with a child for any reason via any method. i.e., No contact will be made in person, online (i.e. email, social media), telephone or via any other means, other than that which has been approved by a parent.
11.3. The collection of private information of a child by an adult is likely to be considered inappropriate.

12. Online Safety

12.1. Whilst using online mediums the NRL Code of Conduct must be upheld and translated into all online behaviour, including maintaining appropriate physical presentation and language.
12.2. Appropriate adult to child ratios should be present during online calls, group meetings, live recordings, WhatsApp, Facebook closed groups, Messenger etc.
12.3. Nanango RLFC staff and volunteers must meet current legislative standards (i.e., hold a Blue Card and have completed in *Play By The Rules Child Safeguarding In Sport* online course, or similar).
12.4. Children and parents will be encouraged to engage online together, however should this not be possible, children will be encouraged to remain in an open environment (i.e., in a family room, not in a bedroom).
12.5. If an adult is required to engage with a child online individually, it is important that record keeping is accurate, up to date and all policy and procedures are upheld.
12.6. All participants should have identifiable accounts to ensure that everyone is accountable for their own communication and interactions, and that evidence can be collected in the event of an incident. The Nanango RLFC recommends that all closed online club/team related "Chat Groups" are approved by the Club/ League Executive with a delegated member of the Executive having access to these groups.
12.7. Mutually agreed upon software must be used and is age appropriate (i.e., use of the Teams App, as opposed to Snapchat, Instagram or others to communicate).
12.8. No personal details are shared online without express permission.
12.9. Nanango RLFC staff and volunteers must have the ability and knowledge to manage the technology they are utilising. i.e., know how to invite attendee's as well as understand how to use the mute or blocking applications. This ensures any inappropriate content being shared, can be responded to quickly and effectively.

12.10. Presenters should keep records of the time, date, attendee's and content covered in video conferencing is kept. If there is a compelling reason to record the online interaction, presenters MUST ensure they have obtained permission from the children and their adult/guardian prior to doing so. This content should always be kept on a secure server and in a confidential location.

12.11. The Nanango RLFC is the primary contact for managing any complaints relating to online safety and wellbeing whilst utilising online platforms and technology. If any person receives a complaint relating to the use of online platforms for participation, they must advise their local MPIO of the complaint immediately.

12.12. The Nanango RLFC should be advised immediately in the event of safety issues or observe inappropriate contact, cyber abuse or cyber bullying.

12.13. The Nanango RLFC recommends and supports their staff, volunteers, children and parents to make complaints with the Australian eSafety Commissioner where appropriate.

Managing Staff and Volunteers

Policy Statement

The Nanango RLFC is committed to the safety and wellbeing of all children and acknowledge appointing the right people to supervision and leadership roles, is a key element to ensuring this.

The Nanango RLFC will actively appoint and support those who aim to provide a fun and educational rugby league experience for all children, and who meet the standards for child protection and safety.

The Nanango RLFC highly value our staff and volunteers.

The Nanango RLFC are committed to swiftly and fearlessly addressing all issues that may arise.

Pre-appointment

Position Descriptions

- Position descriptions (PD's) for Club Volunteers have been developed by the Nanango RLFC. These will assist appoint the right people to the right roles.
- PD's will be reviewed annually by the Nanango RLFC and made publicly available.

Application: To apply for a Club Volunteer position that works directly with children an individual must:

- Hold a Blue Card or Exemption Card, or complete an application;
- Provide photographic evidence of their ID (i.e., drivers licence); and
- Be ready, willing and able to abide by the Nanango RLFC Child and Youth Risk Management Strategy and all other relevant policies.

NOTE: It is an offence for a person to apply for a Blue Card knowing they may receive a negative notice.

NOTE: It is an offence for a disqualified person to make a Blue Card application.

Selection:

- Whilst all individuals are encouraged to apply, not all will be appointed. Individuals will only be selected if they meet legislative requirements, demonstrate a commitment to the values of the Nanango RLFC and are suitable to providing supervision, guidance, support and facilitate activities for children.
- Individuals who do not meet legislative requirements, have a conflict of interest or are unsuited to engaging with children will not be appointed.

Appointment:

- The Appointment Committee will appoint any coaches, assistant coaches, managers etc.
- Nanango RLFC Club Volunteers may appoint or request the assistance of parent volunteers or underage volunteers.
- It is the responsibility of those making the appointments to ensure the applicant can meet the eligibility and suitability described in the PD's (including Blue Card screening).

- Advising applicant:
  - Once an individual is advised they have been successfully appointed, they are required to make themselves aware of the Statement of Commitment, Code of Conduct, Organisational Procedures and Harm sections of this Strategy.

Blue Card, Exemption Cards, Restricted Persons and Restricted Employment

Blue Card Compliance

- All Nanango RLFC staff and volunteers involved in child-related activities or services must hold a current and active Blue Card or Exemption Card. This card must be valid prior to engaging in any activities or services involving children.

  Note: Parent exemptions are **not recognised** under the NRL Child Protection Framework.

- All Nanango RLFC staff and volunteers who hold Blue Cards or Exemption Cards will be linked to the Nanango RLFC and Blue Card Services, whilst performing Nanango RLFC related duties.
- It is Nanango RLFC policy that Nanango RLFC staff and volunteers are required to advise the relevant Club Chair/President of any criminal charges or convictions that arise after receiving positive Blue Card or Exemption Card clearances. This includes any conduct, behaviour or offences that may impact a person's ability to hold a Blue Card in the future, including those defined as '*disqualifying offences'*. See Blue Card Services for more information on '*disqualifying offences'*. Link: Blue Card Services Disqualifying Offences
- Staff and volunteers with any change in criminal history must immediately complete a 'Change in Police Information Notification' form issued by Blue Card Services Queensland.

High Risk Individuals

- The relevant Nanango RLFC Club Registrar will be responsible for recording and advising the relevant Club Chair/President if an individual has been unsuccessful in obtaining a Blue Card or Exemption Card *or* if a notification is received that the individual has had their Blue Card or Exemption Card suspended or cancelled, or application has been withdrawn.
- The relevant Club Chair/President will ensure high risk individuals will no longer be rostered on, nor engage in any child-related services or activities.
- Depending on the outcome, a risk management plan may be required for an unsuccessful applicant if they wish to continue attending Nanango RLFC related activities or programs. The relevant Club Chair/President will be responsible for ensuring a risk management plan is created and endorsed by the Nanango RLFC MPIO.
- A person charged or convicted of child related abuse is managed in accordance with risk. If it is determined that the Nanango RLFC cannot adequately manage the risk then the individual may be prohibited from attending or engaging in activities.
- An individual's privacy and confidentiality will be upheld at all times.

Parent or Underage Volunteers

- From time-to-time parent or underage volunteers may be used to assist child related activities with the Nanango RLFC.
- Parents and underage volunteers cannot participate in child related activities or services if they are considered a *Restricted Person.* See Blue Card Services or Definition section of the Strategy for further information.
- Parent volunteers and underage volunteers who are eligible, are required to adhere to the Strategy and advise if they become a 'Restricted Person' or charged or convicted of any offence that may prevent them from holding a Blue Card or Exemption Card.
- Whilst not legally required, it is an NRL and QRL requirement that all Parent Volunteers hold a Blue Card or Exemption Card.

Visitors

- All visitors shall act in accordance with Nanango RLFC's ethos, beliefs and core values.
- All visitors shall act in accordance with relevant legislation, as well as the Nanango RLFC's policies and procedures.
- Visitors who attend, engage or affiliate with the Nanango RLFC must promptly identify themselves and provide relevant information to the relevant Club Chair/President.
- All visitors will comply with any reasonable direction of the Nanango RLFC.
- At no time will a visitor/s be left unattended with a child/ren.
- Visitors may not require a Blue Card or Exemption Card, as long as their participation with Nanango RLFC child related programs/services/activities does not exceed seven (7) days per calendar year, they are not considered a 'Restricted Person', or charged or convicted of any offence that may prevent them from holding a Blue Card or Exemption Card.
- The relevant Club Chair/President or relevant Club Administrator team is required to keep a log of all visitors and manage the seven (7) day frequency test.

Post Appointment

- Review of appointments will occur annually.
- Nanango RLFC staff and volunteers are required to advise the relevant Club Executive immediately of any change in criminal history after the date of obtaining a Blue Card or Exemption Card. Staff and volunteers with any change in criminal history must immediately complete a 'Change in Police Information Notification' form issued by Blue Card Services Queensland.
- The Nanango RLFC may suspend or terminate a staff or volunteers who provide a service to children where there has been a change in criminal history and they cannot reengage in these duties until a Working with Children check is obtained.

Training:

- Induction training will be provided to all new Nanango RLFC staff and volunteers, who will be required to complete the *NRL Patrons of the Game training*, and *Play by the Rules Child Safeguarding In Sport* online course or similar.
- Induction training must be completed prior to an individual engaging in services or activities as a Nanango RLFC staff or volunteer.
- Annual refresher training will be provided by the Nanango RLFC, and professional development training may also be provided.
- A training register will be held by the relevant local club or league affiliate.

Ceasing Services:

- Services or activities provided by Nanango RLFC staff and volunteers may be terminated at any time for any reason. Notice of such will be provided in writing.
- A Nanango RLFC staff or volunteer may also terminate their services, this is not required in written format.
- An exit interview or questionnaire may be conducted to assist in identifying systemic issues, and improving practices, services provided and the culture of the Nanango RLFC.
- Nanango RLFC staff and volunteers will be de-linked via Blue Card Services if they are no longer providing a service.

Privacy and Confidentiality:

- Nanango RLFC staff and volunteers have a right to privacy and confidentiality, any information about them will be maintained in accordance with the Privacy and Confidentiality Policy.
- Nanango RLFC staff must adhere to the Nanango RLFC Privacy and Confidentiality Policy.

External Communication:

No Nanango RLFC staff and volunteers will make a statement, represent the Nanango RLFC or speak to the media or external party about Nanango RLFC activities or services without the express permission of the Nanango RLFC.

Complaints:

- The Nanango RLFC takes all concerns and complaints seriously.
- Complaints can be directly submitted to the Nanango RLFC or the QRL Complaints or the NRL Child safety (safechildren@nrl.com.au).
- Complaints can be made at any time in writing or verbally, as per [CLUB] Reporting Harm Flowchart
- Complaints will be addressed and, where possible, complainants will be informed of the outcomes.

Disciplinary Matters:

- Should a Nanango RLFC staff or volunteer, visitor, parent or underage volunteer, or other relevant person breach any of the *Nanango RLFC Child and Youth Risk Management Strategy* they may be dealt with as per *Complaints Management* policy. Breaches may also be dealt with as per *Reporting and Responding to Harm* policy.

What is Harm?

Guiding Principles

The Nanango RLFC will manage harm via:

- Building relationships with children founded upon trust and openness, whereby children know they can approach an adult associated with the Nanango RLFC at anytime, their concerns will be taken seriously and appropriate action taken.
- Maintaining the privacy and confidentiality of a child, parents and family will be upheld at all times. See Nanango RLFC Privacy and Confidentiality Policy.
- Recognising Queensland state law regarding failure to report issues of child sexual abuse risks, and willingly agrees to pass on all information to appropriate parties to ensure the safety and wellbeing of all children are upheld.
- Facilitating annual and post incident reviews of procedures, forms and registers.
- Facilitating induction and annual training.
- Reviewing evidence based best practice on managing harm and protecting children.

HARM

Harm is not always easy to identify, and spotting harm to a child is likely to be a difficult, highly sensitive and emotive event. Despite this, there are signs which may help you spot harm whilst it is occurring, or before it may occur, as well as look after yourself. It is always best to trust yourself and report issues, even if the situation turns out to be innocent. When it comes to child protection, it is always better to overreport than underreport.

Why do I need to report harm?

We believe in protecting children from all harm and will do all within our power to ensure that children thrive whilst under our supervision.

We are also bound by state legislation:

- The *Child Protection Act 1999* and *Working with Children (Risk Management and Screening) Act 2000* is the legislation directing certain professionals and individuals to make a report to Child Safety or Police under certain circumstances.
- Queensland Criminal Code (Child Sexual Offences Reform) and Other Legislation Amendment Act 2020 places the onus on an 'accountable person' to report significant child sexual offences. Failure to do so is punishable by imprisonment.

What is harm?

Harm is 'any detrimental effect of a significant nature on the child's physical, psychological or emotional wellbeing' *Child Protection Act*. Significant harm is harm that is not minor or trivial and may reasonably be expected to cause a substantial, negative impact on the child's safety, welfare or wellbeing (Queensland Family and Child Commission (QFCC), 2017).

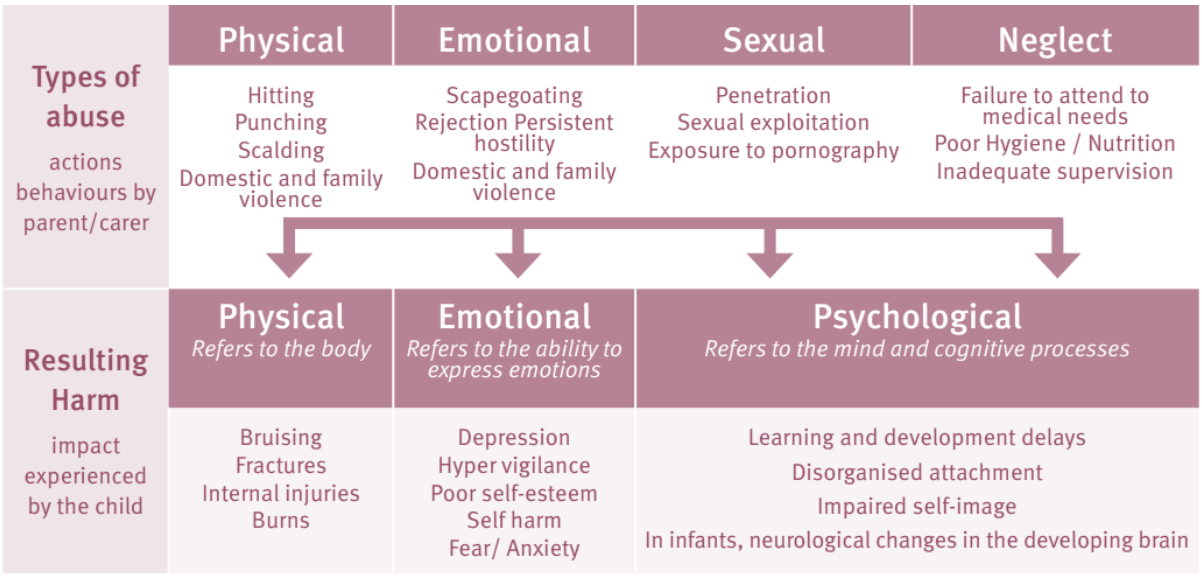
- Harm may be caused by a single incident or multiple incidents of physical, emotional, sexual abuse, neglect and/or exploitation NOTE: causation is not necessary to know when reporting harm, unless you are a mandatory reporter (see below).
- The definition of harm in these circumstances extends to unborn babies, as it is believed they may require protection from a parent/s in the future.[1]
- When determining if harm, or the risk of harm, exists considerations should include:
    - Evidence on the child's body or in their emotional or psychological state *or* that this is reasonably likely to occur in the future, having regard to the nature and severity and the likelihood that this harm will continue.
    - Vulnerabilities such as age, physical and mental health i.e., a young child may be exposed to greater harm due to considerable dependence on an adult such as baby or toddler; and,
    - The nature and severity of observable harm or risk of harm.

[1] An authorised officer may investigate the circumstances and assess the likelihood that the child will need protection after they are born and/or offer help and support to the pregnant woman.

How to identify harm?

In determining and identifying harm, your considerations may be informed by an observation of the child, other knowledge about the child, or any other relevant knowledge, training or experience that you may have.

- The below table developed by Queensland Child Safety identifies a few types of abuse and how these can result in observable characteristics. This list is not exhaustive but provides a simple guide on common types of harm.
- Each child will respond differently to abuse and their response to or disclosure of harm will be unique. If you see, hear or notice significant changes or deterioration in their behaviour, responses, emotional or psychological state than they may have been a victim of a type of abuse. Trust your instincts if this is the case and start to *keep a record* of what you witness.
- A child may not be the primary victim in instances of abuse however it is likely they will still be impacted and suffer harm. For example, children are psychologically and emotionally impacted when they witness domestic violence.



Source: *Department of Child Safety, Youth and Women, June 2017*

Disclosure of harm

- A child, or someone else may inform you that harm has occurred or is likely to occur. It is important to take all disclosures of harm seriously and take immediate action to protect a child, including calling 000 if an emergent situation presents.
- For some, this will be a scary thing to report on and conversations must be handled with sensitivity and the upmost care. When receiving this information from the child, or another person concerned for the child, the following may assist in responding appropriately:
    - Ask the person if they feel comfortable in finding a private place to discuss. If they don't, ensure that the discussion happens in a public setting but away from earshot of others
    - Listen carefully
    - Remain calm and be aware of your body language, including facial expressions – do not express anger or rage, or alternatively do not act dismissively
    - Ask open ended questions that are not leading in nature
    - Take all information made available to you, but don't attempt to question, challenge or investigate at this stage
    - Believe the person
    - Offer reassurance, let them know reporting the issue was the best thing to do and advise of your next steps
    - Let the child or adult know that whilst information needs to be reported to ensure the child is protected, the information will remain confidential
- Information received needs to be documented accurately and passed on to the relevant party.

CHILD SEXUAL ABUSE

Child sexual abuse is when an adult, a stronger child or a teenager involves a child in sexual activity[i].

This activity can be physical, verbal or emotional in nature and is generally carried out by someone the child knows[ii].

Different types of sexual abuse can occur including intrafamilial (someone inside the family), extrafamilial (someone outside of the family), contact (sexual assault, rape etc.) and noncontact (exposure to pornography, taking photos or videos).

Almost 50% of sexual abuse is completed through a process known as grooming[iii]. Grooming has been described as "skilful manipulation"[iv] which highlights its complexities and dangers, where perpetrators know how to deceive whilst being respectful, helpful and charming.

To ensure predatory behaviour can be identified at the earliest possible stage, it is important to know the signs, indicators and general process of grooming. Keep in mind that most of these actions may appear innocent despite having a sexually deviant underlying motivation and are likely to take place over time[v]. Predators are also known to change their approach, thus making proactive identification of grooming behaviours particularly hard.

Whilst predators may be smart, we as a community are stronger.

What is grooming?

Craven, Brown, and Gilchrist[vi] (2006:297) define sexual grooming as: *A process by which a person prepares a child, significant others, and the environment for the abuse of this child. Specific goals include gaining access to the child, gaining the child's compliance, and maintaining the child's secrecy to avoid disclosure.*

Whilst research is not conclusive there is consensus that predators will go through a four-stage process to groom a child.

Stages of grooming may include:

1. Victim selection: many offenders were found to single children out based on:
    - *Physical traits* including attractiveness, attire and being small.
    - *Family or social situations* including children of single parents, children whose families have alcohol, drugs, mental health or domestic violence issues present.
    - *Perceived psychological vulnerabilities*[vii] including children with self-esteem or confidence issues, those who appeared more innocent and trusting, or those who lack social skills or social support.
2. Gaining access and engaging in communication. End goal = isolated child.

    Perpetrators have been found to position themselves at opportune locations which may at first appear as innocent coincidences. Examples include local park, shopping centre, sporting facility or pool.

    33% of extrafamilial offenders (individuals external to the family) found ways to be invited into the child's home. And perpetrators were found to create excuses to see a child outside of everyday general or professional activity (i.e. teacher requesting after school hours contact).

3. Deceptive trust development. End goal = "special bond"

    During this stage a predator will get to know the child and family thoroughly, finding out likes and dislikes, appearing as a kind, respectful and non-judgemental friend whom the victim or family can share any or all of their issues with. A victim can be made to feel like the perpetrator is someone who "gets them".

    This stage of the process is considered crucial to the perpetrators end goal of coercing a child into participating in activities and keeping these hidden or secret and, at first, unquestioned.

    This stage can also include buying gifts, showing signs of favouritism, giving them goods that they may not be able to otherwise obtain (i.e., drugs or alcohol) or being helpful[viii].

    It has been recognised that not only are children susceptible but their families are also susceptible to developing a trust with a predator. As such new laws in Queensland have expand grooming offences not to just children as victims, but those with care of a child, subsequently recognising the manipulative power some predators pose.

4. Physical contact or vulnerable position. End goal = Desensitising the child to touch, or inappropriate environments in order to commit an offence.

   Physical contact: Most physical contact will initially appear as innocent or unintentional. This is why it is important to maintain clear physical boundaries with children, thus making any attempts for escalation into predatory behaviour easier to identify.

   i.e., patting on the back which may escalate to massaging and cuddling, before escalating into sexual contact.

   Any physical contact is being carried out to engage a child in a sexual act.

   Vulnerable positions: When a predator has a child in a place of deceived trust, they may request the child to engage in or perform actions that the child does not wish to do. The child may feel obliged because the adult, who is in a position of power, has asked, coerced or forced them into the act. The predator may also 'normalise' the activities. Much of the perpetrator's power lies within the ability for the child to keep the activities a secret and will most likely request a child not disclose this to anyone.

Online grooming

Online grooming involves the act of sending an electronic message to a recipient who the sender believes to be under 16 years of age, with the intention of procuring the recipient to engage in or submit to sexual activity with another person, including but not necessarily the sender; or of sending an electronic message with indecent content to a recipient who the sender believes to be under 16 years of age.

Reporting and Responding to Harm

When to make a report?

The Nanango RLFC believes that child protection is the responsibility of all. It is our policy that anyone who identifies, suspects or receives a disclosure that harm exists, or is likely to exist in the future, ***MUST*** make a report to the **relevant club/league chair or president**. And take relevant action to remove or reduce future risks which exists within a Nanango RLFC environment, where it is within their power to do so.

Sexual abuse

Reporting: Under Queensland law, every adult in Queensland must make a report to police if they reasonably believe a child has been or may be harmed by sexual abuse. If the issue is urgent, please contact 000. Where it is not, the adult must report to the relevant club/league chair or president, who will make a report to police as per this policy.

Protecting: Any adult (first adult) within the Nanango RLFC, is required to take active steps to reduce or remove risks of sexual harm to a child, whereby another adult within Nanango RLFC may cause such harm to a child, and it is within the first adult's power to do so. Some exceptions to these laws apply, for more information see: Failing to report or protect children from sexual crimes | Your rights, crime and the law | Queensland Government (www.qld.gov.au)

Physical abuse, neglect and other types of harm

Any person may make a report if they reasonably suspect that a child may be in need of protection. Where harm has been identified, the Nanango RLFC requires its staff and volunteers to proceed on the basis of this *Responding & Reporting Harm* policy.

When and who you report to may be different in each circumstance.

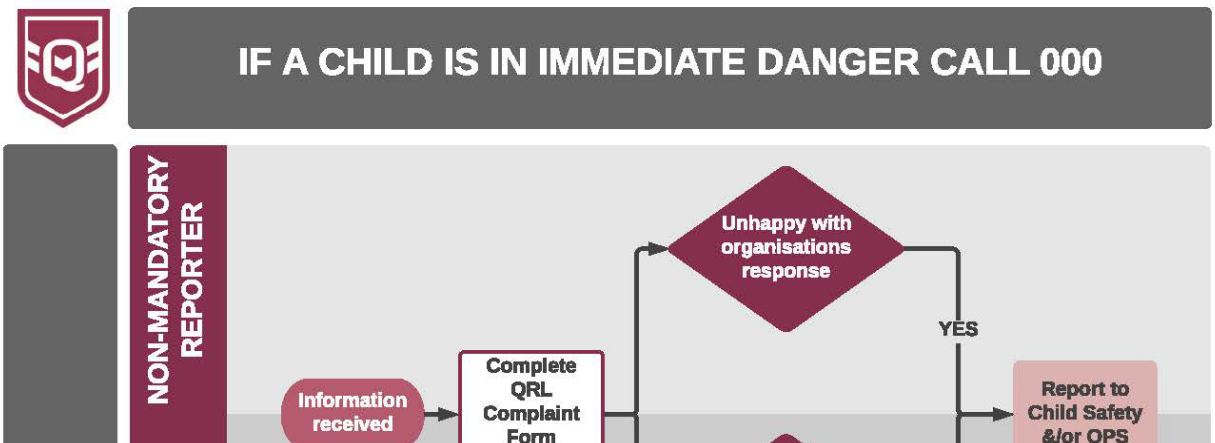
Use the following online child protection decision making tool help you decided which statutory agency or family support service to report to or follow the steps below. QLD Child Protection - Decision Making Guide
Note: The Child Protection Guide has been designed to complement rather than replace a professional's critical thinking and does not preclude a professional from any course of action they believe is appropriate.

Harm should be reported if a child has, or is likely to suffer, significant harm and there is no parent willing and able to provide protection to the child. The parent **must be both *willing and able*** to protect a child.

Parent willing and able: *The parent is able and willing to protect the child when they are aware of the concerns and are capable and willing to take action to ensure the child's safety and stability and to promote their health, wellbeing and development* (QFCC, 2017).

Examples:

- A parent may have the ability but be unwilling to protect the child i.e., an able parent is in a relationship with someone who has sexually harmed a child, and the parent chooses to remain in the relationship.
- A parent is willing but unable i.e., a parent under the influence of an illegal intoxicating substance is willing, but may not be able to perform all tasks and may require support.



Steps for reporting (see also flow chart)

STEP 1

If child is in immediate danger call 000, if not then notify the relevant Club Chair/President immediately.
Threshold: Determine if sexual abuse is present or reporting threshold is met – see above section on *When to Report*.

STEP 2

Non-mandatory reporters

- If child is in immediate danger call 000, if not than notify the relevant Club Chair/President immediately.
- Complete Child Protection Report to note concerns arising from observations or disclosures and provide to the relevant Club Chair/President.
- Care for yourself.

OR

Mandatory reporters

- If you are a **mandatory reporter** you ***must*** report to Queensland Child Safety ***in writing*** if you reasonably suspect that a child has been harmed, is being harmed or is at significant risk of being harmed due to physical and/or sexual abuse ***and*** does not have a parent willing or able to remove them from the harm.

Under the *Child Protection Act 1999*, mandatory reporters are:

- teachers
- doctors
- police officers with child protection responsibilities
- registered nurses
- child advocate under the *Public Guardian Act 2014*
- early childhood education and care professionals
- Child Safety services
- Licenced care services

Penalties may be incurred by those named as 'mandatory reporters' if they fail to report.

STEP 3

The **relevant Club Chair/President** will then:

- Advise and seek support from the Nanango RLFC MPIO
- Remove or reduce risk to the child
- Provide information to Child Safety, local police station or Family and Child Connect

IMPORTANT: If the child protection concern relates to the chair / president of an association (League) or club a report is to be immediately made to the MPIO (Nanango RLFC).
The MPIO in this situation will immediately report the matter in writing to the police. Refer to Nanango RLFC Child Protection Report template (Appendix 2).

STEP 4

The **Nanango RLFC MPIO** will advise the Chief Executive Officer, (Nanango RLFC) of reports made to statutory authorities AND provide support to the relevant Club Chair/President.
The MPIO will initiate a review of the Strategy.

How to Report

Reporting to the relevant club/league chair or president will ensure swift action can be taken to ensure the safety, health and wellbeing of the child, and appropriate risk management strategies are enacted.

If the issue is URGENT, call 000.

If the issue is not urgent the relevant club/league chair or president can contact a Child Safety Regional Intake Service (Monday to Friday, 9am to 5pm) or Child Safety After Hours Service Centre on 1800 177 135 if outside business hours.

- **Brisbane** 1300 682 254
- **Central Queensland** 1300 703 762

- **Far North Queensland** 1300 684 062
- **North Coast** 1300 703 921
- **North Queensland** 1300 706 147
- **South East** 1300 679 849
- **South West (Darling Downs)/ Toowoomba** 1300 683 390
- **South West (West Moreton)/Ipswich** 1800 316 855

Link to more information on Child Safety Regional Intake

Reporting on circumstances that do not meet threshold

- A child is not in need of protection and subsequent reports are not required if there is a parent willing and able to provide adequate care and protection.
- If it is considered a Police or Child Safety notification is not required, but concerns for a child's safety, health and wellbeing remain present than a referral can be made to a local Family and Child Connect (FCC). FCC will provide tailored assistance to a family and/or child aimed at improving the child's circumstances and outcomes.
- Consent: A mandatory reporter does not require the consent of the family to make a referral, however everyone else does.
- The relevant Club Chair/President, Nanango RLFC MPIO, or identified person, may work with the family, if it is determined that a referral to the FCC is appropriate.

Reporting outside of Queensland

Circumstances may arise where the relevant Club Chair/President may need to report on harm having occurred, is being suspected to have occurred, or is likely to occur in the future to jurisdictions outside of Queensland. The relevant Club Chair/President can contact the below relevant states and territories to obtain further assistance:

- **ACT**: Office for Children, Youth and Family Support 1300 556 729 (24 hours)
- **New South Wales**: Department of Community Services 132 111 (24 hours)
- **Northern Territory**: Territory Families 1800 700 250
- **South Australia**: Department of Child Protection 131 478
- **Tasmania**: Department of Health and Human Services 1300 737 639 (24 hours)
- **Victoria**: Department of Human Services 131 278 (24 hours)
- **Western Australia**: Department of Child Protection and Family Support 1800 622 258 or if after business hours 1800 199 008.

Risk Management

If it is determined the child is at risk and the risk may continue/impact activities and programs delivered by the Nanango RLFC, the relevant Club Chair/President will be responsible for implementing a **risk management plan** to protect the child. Consultation will occur with the Nanango RLFC MPIO, and any other party if appropriate.

IMPORTANT: Any adult (first adult) within the Nanango RLFC is required to take active steps to reduce or remove risks of harm to a child, whereby another adult, within Nanango RLFC, may cause such harm to a child and it is within the first adult's power to do so.

If applicable, the relevant Club Chair/President will liaise with Child Safety, Police or relevant authority about next steps. They will be guided by the direction of Child Safety and/or Police on whether it is appropriate to advise child, parents, family or guardians of the report and/or the outcome of any investigation. If deemed appropriate by Child Safety, the Nanango RLFC MPIO and relevant Club Chair/President will be responsible for identifying the most appropriate person to engage with the child, parent and family subject to a report.

The Nanango RLFC will assist in providing coordinated services, within the scope of appropriate service provision and sphere of their responsibility, to make plans for protection and care of the child and to meet the protection and care needs of children and supporting their family/s.

Subject to the prioritisation of the child's safety, wellbeing and best interest, wherever possible the Nanango RLFC will obtain consent prior to:

- Providing, or planning to provide, a service, help or support to a child or a child's family to decrease the risk of the child becoming a child in need of protection; or
- Disclosing personal information about a person to someone else.

Unhappy with Nanango RLFC Response

If you are not satisfied the Nanango RLFC has adequately reported your concerns for a child, you are encouraged to make a report yourself. You are not required to consult with any member of the Nanango RLFC or gain their support, prior to making a report.

Post Report/Incident

Police or Child Safety Investigations

From time to time, Police or Child Safety may conduct an investigation on a child and their family which may require assistance from the Nanango RLFC. If this is to occur, all Nanango RLFC person's will make themselves available to assist Police and/or Child Safety in these investigations and provide information to the best of their ability.

Nanango RLFC staff or volunteers will keep a record of any concerns and all children who attended each game, training or event and provide all requested information.

Responsibilities

The Nanango RLFC MPIO will be responsible for conducting a post incident review of all policies, procedures, forms and training. The Nanango RLFC will be responsible for caring for staff and volunteers.

Media

Media attention may be generated by an incident/s that occurs at the Nanango RLFC. The media may request a statement or interview with regards to sensitive information. All Nanango RLFC staff and volunteers will refrain from speaking to any media representatives as to protect the child, their parent/s and family, as well the Nanango RLFC and its members.

The Nanango RLFC Executive, Chief Executive Officer or authorised person will nominate a spokesperson, which may include referral on to a solicitor.

Protection from liability

Nanango RLFC staff and volunteers should be aware that a person who, acting honestly, gives information under their requirements under the Child Protection Act, will not be liable for giving the information. The mere provision of information cannot be held to have breached any code of professional etiquette or ethics or departed from accepted standards of professional conduct. The Nanango RLFC supports their staff and volunteers to act in accordance with this Policy and to disclose information to relevant authorities as required by this Policy.

Handy Links

Click here for Family and Child Connect

Click here for the FCC Online referral form

Click here for the Child Protection – Decision Making Tool

Click here for the Child Safety Regional Intake

The is a decision support tool to assist professionals to determine which pathway to take to refer or report their concerns about a child's safety or wellbeing.

Breaches and Complaints

Breaches of the Strategy and/or any other Nanango RLFC policies are treated seriously, and may attract consequences such as disciplinary action, termination of employment or voluntary service and reporting on to relevant authorities.

Breaches and complainants are to be reported as per the *Complaints Management* policy.

Special Events and High-Risk Activities

The Nanango RLFC aims to protect children whilst they are engaged in any event or activity and give children an opportunity to explore their abilities in a variety of ways, which may include events, experiences or activities outside of general training and games.

The Nanango RLFC will implement effective risk management analysis, planning and mitigation aimed at keeping children, staff, volunteers and all other persons safe.

Benefits

By implementing effective risk management the Nanango RLFC will:

- Increase the likelihood of achieving our great outcomes for children.
- Remove opportunities for harm and threats to children, our people, our culture, our game and the community.
- Improve confidence in parents and the community.
- Ensure all events and activities are planned for and reviewed in a consistent and reliable manner.

Scope

- A high-risk activity or event is anything that may occur outside of the approved facilities during activities (as per definitions) or involved individuals who have not been previously approved. It also includes activities that may involve a potential hazard or requires mitigation strategies.
- Examples:
    - An external contractor runs or provides an element of a service.
    - Overnight camp
    - Training at locations other than rugby league fields (i.e. the beach).

Complete a Risk Management Plan

- The relevant/host and touring Club Executive is required to complete a risk management plan if the threshold is met. Refer to *Risk Management Plan* (Form 2). This plan takes into a number of considerations which have been adapted from the Standard Australia's AS/NZS ISO 31000:2009 Risk management – Principles and guidelines.
- A risk matrix will be used to determine consequence, likelihood and give an overall risk rating. If risks are classified as 'Extreme' after risk mitigation strategies are in place, then the activity or event is not to proceed.

Endorsements and Review

- The relevant Club Executive must endorse all risk management plans.
- The relevant Club Executive or relevant Nanango RLFC Regional Manager responsible for reviewing risk management plans after the event has occurred, and recording any learnings to assist future activities or events.

Record Keeping

- All risk management plans, learnings and reviews will be kept on file.

Communication Strategy

Policy Statement

The Nanango RLFC is committed to effectively and proactively providing people with relevant and accurate information to ensure children remain safe and free from harm whilst engaged in a service, event or activity provided.

In order to meet our core objectives and comply with legislation, the Nanango RLFC will communicate to relevant parties to ensure individuals are aware of their responsibilities and our expectations for conduct with children.

Strategic objectives

- Raise awareness and improve confidence of parents and other key stakeholders of the Nanango RLFC's commitment to uphold the safety of children at all times through succinct and consistent processes to reduce risk of harm.
- Provide accurate and up to date information in a clear and succinct manner on child protection.
- Improve internal and external communications
- Ensure children, parents and others who hold concerns know how to report issues or seek help in a timely manner.
- Reduce the likelihood of breaches of the Nanango RLFC Child and Youth Risk Management Strategy.

Scope

This *Communication Strategy* relates to all internal and external communication, with stakeholders including but is not limited to: children, parents, Nanango RLFC staff and volunteers, visitors, external contractors and the general public.

Plan: How we will achieve this

Who and what	**Availability**
GENERAL PUBLIC	
Nanango RLFC Child & Youth Risk Management Strategy	Public: website
Information on how an individual can make a compliant or raise an issue	Public: website
PARENTS	
Welcome pack, which includes information on accessing the Nanango RLFC Child and Youth Risk Management Strategy and how to make a complaint	Public: website and introductory information
Newsletter	Public: Email & Website
Consultation with parents on the risk management strategy	Various communication methods: Nanango RLFC Parents only
CHILDREN	
Communication to occur via parents	Public: website
Age appropriate reminders in person during services, events and activities	Public: website
Age appropriate posters and documents	Public: website

STAFF AND VOLUNTEERS	
Role descriptions	Public: website
Mandatory induction and annual training	In person or online.
Child & Youth Risk Management Strategy	Public: website
Team meetings	Nanango RLFC staff and volunteers
Newsletter	Public: website and emails
One – Two Page Main Information Flyers for Administrators, Coaches, Club Presidents.	Public: website
Nanango RLFC EXECUTIVE / HEAD OFFICE	
Nanango RLFC Child and Youth Risk Management strategy	Public: website
Nanango RLFC MPIO, local Club Chair/President regularly discuss Risk Management Strategy, including effective communication at Nanango RLFC team meetings.	Board/Team meetings
Newsletter	Public: website and emails
EXTERNAL CONTRACTORS AND GENERAL PUBLIC	
Newsletter	Public: website and emails
Nanango RLFC Child & Youth Risk Management Strategy	Public: website

Support Services

Face to Face

- General Practitioner
- School Chaplain
- Psychologist, counsellors and other mental health (the Australian Government is supporting people attend 20 psychology sessions under a *Mental Health Care Plan* – talk to your GP today).

Online/Telehealth

Kids Helpline	1800 55 1800	www.kidshelpline.com.au
Beyond Blue	1300 22 4636	www.beyondblue.org.au
Headspace	1800 650 890	www.headspace.org.au

Head to Health

Provided by the Australian Department of Health, Head to Health brings together apps, online programs, online forums, and phone services, as well as a range of digital information resources.

www.headtohealth.gov.au

Aboriginal and Torres Strait Islander Services

For a list of Queensland Aboriginal and Torres Strait Islander Family Well-being services go to:

www.csyw.qld.gov.au/child-family/child-family-reform/meeting-needs-requirements-aboriginal-torres-strait-islander-children-families-communities/aboriginal-torres-strait-islander-family-wellbeing-services

Resources to promote safety

The ESafety Commissioner has many available resources to help young people understand virtual engagement. It also has helpful educational guides regarding safety and security in a child appropriate format.

https://www.esafety.gov.au/

Appendix 1

National Principles for Child Safe Organisations

1	Child safety and wellbeing is embedded in organisational leadership, governance and culture.
2	Children and young people are informed about their rights, participate in decisions affecting them and are taken seriously.
3	Families and communities are informed and involved in promoting child safety and wellbeing.
4	Equity is upheld and diverse needs respected in policy and practice.
5	People working with children and young people are suitable and supported to reflect child safety and wellbeing values in practice.
6	Processes to respond to complaints and concerns are child focused.
7	Staff and volunteers are equipped with the knowledge, skills and awareness to keep children and young people safe through ongoing education and training.
8	Physical and online environments promote safety and wellbeing while minimising the opportunity for children and young people to be harmed.
9	Implementation of the national child safe principles is regularly reviewed and improved.
10	Policies and procedures document how the organisation is safe for children and young people.

The Australian Human Rights Commission (2018)

[i] Qld govt, 2020 https://www.qld.gov.au/community/getting-support-health-social-issue/support-victims-abuse/child-abuse/child-sexual-abuse/child-sexual-abuse-myths

[ii] Qld govt, 2020 https://www.qld.gov.au/community/getting-support-health-social-issue/support-victims-abuse/child-abuse/child-sexual-abuse/child-sexual-abuse-myths

[iii] Canter, David, Derek Hughes, and Stuart Kirby. 1998. "Paedophilia: Pathology, Criminality, or Both? The Development of a Multivariate Model of Offence Behaviour in Child Sexual Abuse." *Journal of Forensic Psychiatry* 9(3):532–555. doi:10.1080/09585189808405372 [Taylor & Francis Online], [Web of Science ®], [Google Scholar]

[iv] Georgia M. Winters & Elizabeth L. Jeglic (2017) Stages of Sexual Grooming: Recognizing Potentially Predatory Behaviors of Child Molesters, Deviant Behavior, 38:6, 724-733, DOI: 10.1080/01639625.2016.1197656

[v] Wood, Peter B., James A. Wilson, and Daric P. Thorne. 2015. "Offending Patterns, Control Balance, and Affective Rewards among Convicted Sex Offenders." Deviant Behavior 36(5):368–387. doi:10.1080/ 01639625.2012.707550

[vi] Craven, Samantha, Sarah Brown, and Elizabeth Gilchrist. 2006. "Sexual Grooming of Children: Review of Literature and Theoretical Considerations." *Journal of Sexual Aggression* 12(3):287–299. doi:10.1080/13552600601069414 [Taylor & Francis Online], [Google Scholar]

[vii] Georgia M. Winters & Elizabeth L. Jeglic (2017) Stages of Sexual Grooming: Recognizing Potentially Predatory Behaviors of Child Molesters, Deviant Behavior, 38:6, 724-733, DOI: 10.1080/01639625.2016.1197656

[viii] McAlinden, Anne-Marie. 2006. "'Setting 'em up': Personal, Familial and Institutional Grooming in the Sexual Abuse of Children. *Social & Legal Studies* 15(3):339–362. doi:10.1177/0964663906066613 [Crossref], [Web of Science ®], [Google Scholar]