



Southern Districts Basketball Association

Child Safeguarding Policy



1.0 Purpose and Legislative Context

This Child Safeguarding Policy establishes Southern Districts Basketball Association's (SDBAL) commitment to the safety and wellbeing of all children and young people. This policy outlines our child safeguarding responsibilities in compliance with:

- *Child Protection Act 1999 (Qld)*
- *Working with Children (Risk Management and Screening) Act 2000 (Qld)*
- Queensland Child Safe Standards (2025)
- *Information Privacy Act 2009 (Qld)*
- Basketball Australia's National Integrity Framework

This Policy operates alongside Basketball Australia's National Integrity Framework (NIF). The NIF includes the Safeguarding Children and Young People Policy, Member Protection Policy, Complaints, Disputes and Discipline Policy, and related education resources. Where relevant, the NIF applies to SDBAL and its members.

2.0 SDBAL Child Safety Policy Statement

SDBAL is committed to the safety and wellbeing of all children and young people. We have zero tolerance for child abuse and are committed to acting in children's best interests and keeping them safe from harm. We regard our child protection responsibilities as paramount.

We are committed to providing a child safe environment where:

- Children and young people are safe and feel safe
- The views of children and young people are heard, respected and acted upon
- Families and communities are informed and involved in promoting child safety and wellbeing
- Equity is upheld and diverse needs respected in policy and practice
- Staff and volunteers are suitable, supported and well-trained

3.0 Principles and Participation

SDBAL's approach to child safeguarding is founded on the following principles:

3.1 Child-Centred Approach

- The best interests of children are the primary consideration in all decisions
- Children's voices are heard, respected, and acted upon
- Individual children's needs, circumstances, and backgrounds are considered
- Children are supported to develop their own protection strategies

3.2 Rights-Based Framework

- Every child has the right to participate in basketball safely and free from harm
- Children's rights to be heard and taken seriously are upheld
- Equity, inclusion, and cultural rights are respected in all environments

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3.3 Voice and Agency

- Children are meaningfully involved in decisions affecting them
- Participation is voluntary, safe, respectful, inclusive and accountable
- Feedback is sought regularly and children are informed about how their input is used
- **Child-Friendly Communication and Processes**
 - Information is clear, age-appropriate, and culturally sensitive
 - Materials are available in multiple formats to suit different needs
 - Processes are inclusive, supportive, and non-intimidating
 - Children's privacy and dignity are respected in all interactions

3.4 Zero Tolerance for Harm

- SDBAL does not tolerate abuse, neglect, exploitation, bullying or harmful behaviours
- Prevention is prioritised over reaction, with immediate action taken when risks arise
- All participants are accountable for creating and maintaining safe environments

3.5 Community Responsibility

- Child safety is a shared responsibility across the whole SDBAL community
- Families, carers, and communities are valued partners in protection children
- Transparency, inclusion, and open communication build trust and accountability

3.6 Aboriginal and Torres Strait Islander Cultural Safety

SDBAL commits to ensuring Aboriginal and Torres Strait Islander children are safe, respected, and celebrated by:

- Embedding cultural protocols into programs and competitions
- Partnering with local communities
- Training all staff and volunteers in cultural competency
- Establishing cultural safety as a key indicator of overall child safety effectiveness

SDBAL is committed to ensuring children and young people have accessible, child-friendly ways to raise concerns. A public "Speak Up" pathway will be maintained (posters, QR codes, and web links) highlighting: emergency contacts (000), the SDBAL Child Protection Officer, Basketball Australia/NIF reporting portal, Queensland Family and Child Commission (QFCC) information, and an option for anonymous reporting.

4.0 Governance, Leadership and Implementation

4.1 Leadership and Accountability

- The SDBAL Board has overall responsibility for child safety, including:
 - Governance, monitoring and public reporting on child safety outcomes
 - Allocation of adequate resources for child safety initiatives
 - Integration of child safety into all decision-making
- The Child Protection Officer provides specialised leadership and ensures compliance



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- Senior managers, coaches, staff and volunteers share responsibility for maintaining safe environments

4.2 Governance Processes

- Clear escalation pathways exist for reporting and responding to concerns
- Independent oversight and cooperation with external authorities ensure accountability
- Annual review of child safety performance and compliance is mandatory
- Stakeholder consultation (including children and families) informs policy updates

4.3 Implementation and Success Measures

- Policy requirements are clearly communicated to all staff, volunteers, children and families
- Training and development support implementation at all levels
- Resources are allocated to ensure sustainability of safeguarding practices
- Success is measured through:
 - Compliance with legal and regulatory requirements
 - Achievement of child safety outcome targets
 - Community confidence and stakeholder feedback

5.0 Professional Standards

5A. Prohibited Conduct and Definitions

SDBAL adopts Basketball Australia's definitions of Child Abuse, Grooming, Sexual Misconduct, Bullying, Harassment, and other Prohibited Conduct as contained in the Basketball Australia Child Safeguarding Policy and the National Integrity Framework. These definitions are to be read as forming part of this Policy.

5.1 Professional Boundaries and Expected Conduct

All participants in positions of authority must establish and maintain professional boundaries that:

- Prioritise children's safety, wellbeing, and development
- Are transparent and could be observed by others without concern
- Focus on basketball-related learning and skill development
- Respect children's dignity, privacy, and individual needs

Those working with children must also:

- Model respectful and appropriate behaviour at all times
- Use positive, encouraging, and age-appropriate communication
- Maintain appropriate physical and emotional boundaries
- Seek guidance when uncertain about appropriate conduct
- Report concerns about their own or others' behaviour



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In addition to the standards above, SDBAL adopts Basketball Australia's mandatory child-safe practices covering one-on-one interactions, change rooms, transport, images and social media, electronic communications, and overnight travel. Local procedures consistent with these practices will be developed and maintained by SDBAL.

5.2 Prohibited Conduct

The following behaviours are strictly prohibited:

- Any form of child abuse, neglect, or exploitation
- Grooming behaviours that establish inappropriate relationships
- Discrimination, bullying, harassment or humiliation
- Excessive punishment or inappropriate discipline strategies
- Failure to report concerns or comply with child protection requirements

6.0 Risk Management, Screening and Suitability Framework

6.1 Risk Assessment Principles

SDBAL conducts comprehensive risk assessment across:

- **Physical Environments:** Isolated areas; change rooms and toilet facilities; equipment storage; emergency evacuation procedures; lighting and security
- **People-Related factors:** Suitability of staff, volunteers, and contractors; supervision ratios; authority relationships; visitors and spectator and parent engagement
- **Activities:** One-on-one interactions; travel & overnight events; photography and social media; physical contact in coaching and first aid; online interactions
- **Systems and Processes:** Information management and privacy; complaint handling; communication and transparency; external partnerships.

6.2 Risk Identification and Mitigation

Risk assessments identify:

- Potential sources of harm to children
- Vulnerability factors that may increase risk
- Existing controls, their effectiveness and any gaps requiring mitigation measures

Risk mitigation is achieved through:

- **Environmental Design:** Physical and digital environments that minimise risk
- **Supervision and Oversight:** Appropriate supervision arrangements and ratios
- **Activity Modification:** To reduce harm potential
- **Training and Support:** To build awareness and response capability
- **Cultural Change:** To address systemic or cultural risk factors

6.3 Dynamic Risk Management

- Risks are reviewed and updated regularly
- Effectiveness of controls is monitored
- Practices adapt to changing circumstances and emerging risks



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- Lessons from incidents inform improvement

6.4 Screening and Suitability

All individuals in child-related roles must hold a current Blue Card (or exemption where lawfully applicable) verified through the Queensland Blue Card Services portal. Verification must occur before commencement of duties. Ongoing monitoring of Blue Card status will be conducted. Where a person is subject to allegations of reportable conduct or serious risk to children, SDBAL will immediately undertake a risk assessment and may implement interim protective measures, including stand-down from duties, pending the outcome of investigations.

7.0 Response and Reporting Framework

7.1 Response Principles

All responses to child safety concerns are guided by:

- **Child Safety First:** Immediate action to protect children
- **Legal Compliance:** Adherence to mandatory reporting and legal obligations
- **Professional Standards:** Qualified personnel and appropriate processes
- **Procedural Fairness:** Fair and impartial processes for all parties
- **Support for All:** Children, families, staff, and volunteers are supported

7.2 Reporting Pathways

Clear reporting pathways are established for:

- **Emergency Situations:** Immediate threats requiring urgent intervention
- **Mandatory Reporting:** Legal obligations to report suspected child abuse
- **Internal Reporting:** Concerns that require organisational response
- **External Referral:** Matters requiring external investigation or support

7.3 Reportable Conduct Scheme (Queensland)

SDBAL complies with the Queensland Reportable Conduct Scheme:

- **Reportable conduct includes:** Sexual offences or misconduct, physical assault, neglect or ill-treatment, behaviour causing significant emotional or psychological harm, and misconduct involving child exploitation material.
- **Principles:** Allegations are taken seriously, the child's safety is the first priority, confidentiality is respected, and procedural fairness is afforded without compromising child safety
- **Responsibilities:**
 - SDBAL must notify the oversight authority of any reportable allegation within statutory timeframes
 - The Child Protection Officer ensures notifications are made and records are maintained
 - Investigations are conducted in accordance with legislative requirements and in consultation with external authorities



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Relationship to Grievance Policy

Where conduct may be reportable, it is managed under this policy and the Reportable Conduct Scheme, not under the SDBAL Grievance Policy

7.4 Local Protective Action

SDBAL may take immediate protective steps, including:

- Adjusting participation, supervision arrangements or separation of parties
- Implementing safety plans and support measures
- Communicating with families and stakeholders
- Coordinating with external support services

7.5 Complaints, Disputes and Discipline Interface

Integrity complaints, including child safeguarding complaints, are managed in accordance with the NIF Complaints, Disputes and Discipline Policy. SDBAL will:

- guide affected parties to the appropriate NIF complaints pathway;
- cooperate with Basketball Australia and Sport Integrity Australia investigations; and
- undertake only those internal processes permitted under the NIF, including immediate safety measures, welfare support, and local fact-finding where appropriate.

8.0 Training, Support and Community Engagement

8.1 Training and Competency

All staff, coaches, volunteers, officials, and contractors engaged in child-related roles must complete mandatory induction training on child safeguarding prior to commencing their role. Annual refresher training is required for all personnel, with additional role-specific modules for coaches, team managers, officials, selectors, and event staff. Training content will align with Basketball Australia and Sport Integrity Australia resources. A training matrix and delivery schedule will be detailed in the SDBAL Child Safety Action Plan.

8.2 Holistic Support Approach

SDBAL provides holistic support to children at risk of harm, affected families and caregivers, staff and volunteers involved in child protection processes, and the broader SDBAL community during difficult situations.

Support services are **trauma-informed, culturally responsive, accessible, and delivered by qualified personnel.**

Wellbeing is promoted through:

- Positive, inclusive, and supportive basketball environments
- Resilience building programs and community connections
- Recognition and celebration of children's achievements and contributions



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8.3 Community Engagement and Accountability

SDBAL engages with families and communities through meaningful consultation on policies and practices, regular communication about initiatives and outcomes, partnership in creating safe and supportive environments, and respect for diverse cultural approaches.

Cultural Safety and Inclusion prioritises:

- Aboriginal and Torres Strait Islander children
- Inclusive practices for children with disability
- Responsiveness to culturally and linguistically diverse families
- Recognition of diverse family structures and circumstances

SDBAL demonstrates accountability through public reporting on performance, open communication about policies and outcomes, responsiveness to feedback and participation in external review processes.

9.0 Continuous Improvement, Monitoring and Review

9.1 Continuous Improvement

SDBAL commits to continuous learning through regular review and evaluation of practices, learning from incidents and feedback, research-based implementation of best practices, and knowledge sharing with other organisations.

Systematic improvement includes:

- Performance monitoring and measurement
- Stakeholder consultation and feedback
- External review and evaluation and implementation of recommendations
- SDBAL embraces innovation through exploration of new approaches, collaboration with research institutions and experts and investment in emerging technologies.

9.2 Quality Assurance and Monitoring

SDBAL maintains high standards through clear performance indicators and targets, regular monitoring of child safety outcomes and benchmarking against best practice organisations.

Systematic processes include:

- Internal compliance audits
- Stakeholder feedback and satisfaction surveys
- Learning reviews following incidents or concerns
- Comprehensive documentation of policy implementation
- Training records, incident responses and performance evidence

9.3 Policy Integration

This policy is integrated with:

- SDBAL Member Protection Policy
- SDBAL Grievance Policy

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- Basketball Australia National Integrity Framework
- Relevant codes of conduct and operational procedures

External coordination includes: child protection services, education and health systems, police and justice agencies, community organisations, and training providers.

SDBAL will share information with Basketball Australia, Sport Integrity Australia, the QFCC, Queensland Police, and other relevant authorities in accordance with law, including the Information Privacy Act 2009 (Qld). Information will only be shared where necessary to protect children, fulfil legal obligations, or comply with the National Integrity Framework.

Policy Approval:

- Board Approval Required
- Implementation Date:
- Review Date: Annual
- Related Documents: Member Protection Policy, Grievance Policy, Child Safety Action Plan, Child Safety Performance Framework, Professional Standards Framework, Training and Development Framework, Emergency Response Procedures