



SOUTHERN DISTRICTS RISK MANAGEMENT STRATEGY - 2020

This Risk Management Strategy has been prepared by Southern Districts Basketball Association Ltd ("SDBA") to comply with the provisions of the Child Protection Act 1999 and the Working with Children (Risk Management and Screening) Act 2000 and Regulations 2011 and 2020.

1. Commitment to the Safety and Wellbeing of Children and Protection from Harm

SDBA is committed to ensuring that all children participating in SDBA activities are treated with kindness, respect, and understanding, and that they suffer no harm in connection with SDBA activities.

SDBA officially declares that abuse cannot be tolerated in any form.

SDBA is a not-for-profit public company, operating under a Memorandum of Association registered with ASIC and managed by a Board of Directors who receive no remuneration.

The organisation operates out of the Basketball Stadium at Zahel Street, Carina, and uses multiple outsourced courts for its activities. All participants, including stakeholders, employees, and volunteers, are encouraged to be alert and diligent in protecting children from abuse and neglect.

SDBA has published safeguarding policies on its website and enforces a Code of Conduct for Child Safety, which includes:

- OBTAINING current working with children credentials before commencing work.
- TREATING children with kindness and respect.
- PROTECTING children from all forms of abuse and bullying.
- REPORTING suspicions or incidents of abuse promptly to the General Manager or Board, and to government authorities as required.
- NEVER ignoring reports from children.

- AVOIDING abusive or inappropriate physical contact.
- REQUESTING parents to assist children with personal matters.
- HANDLING misbehavior calmly and involving guardians if needed.
- MONITORING adult-child interactions to prevent inappropriate relationships.
- AVOIDING social media posts or private communication with children without consent.
- BANNING possession of inappropriate materials during operations.
- MAINTAINING appropriate language at all times.

SDBA encourages a child-safe culture through:

a. Implementing relevant policies and procedures. b. Providing continual training. c. Requiring and recording Blue Cards in its Child Protection Compliance System. d. Maintaining an inherently child-focused organisational culture.

Child abuse is treated seriously and reported according to legal obligations.

SDBA activities generally involve parental supervision during games and training, without assuming full custodial responsibilities.

2. Code of Conduct

The Code of Conduct is outlined above and published on the SDBA website. Staff are required to implement it.

3. Recruitment, Screening, Training and Management Procedures

SDBA employs staff, contractors, and volunteers. Only those with valid Blue Cards may work with children. Work with children is organised by the General Manager and Head of Basketball and supervised by adults who are registered in the CPCS system and are required to read the Code of Conduct.

Annual training is provided, including induction for new staff and coaches.

4. Policies and Procedures for Handling Disclosures/Suspensions of Harm

All individuals are encouraged to remain alert to abuse and report any suspicions to the General Manager and relevant authorities.

5. Plan for Managing Breaches of the Risk Management Strategy

Participants are trained in correct conduct and motivated through moral and policy guidance. Disciplinary actions are available through Tribunal and workplace processes.

6. Risk Management Plans for High Risk Activities and Special Events

Activities are planned per SDBA guidelines to safeguard children and prevent harm.

7. Strategies and Procedures for Managing Blue Card System Compliance

SDBA uses the Child Protection Compliance System (CPCS), an electronic system listing all Blue Card or Exemption Card holders. Staff must verify credentials before allowing anyone to work with children. Queensland's "No Card, No Start" policy is followed.

8. Strategies for Communication and Support

The General Manager oversees child protection compliance and provides resources to participants. Queensland contact: Rebecca Stephens, Tel: 07 3398 2790, Email: generalmanager@sdbal.com.au.

Policies are available on the SDBA website, and training and legal support are provided to staff and board members. Participants are encouraged to seek ongoing education and support regarding child protection.