



# Child Safe Organisations

Week 1

March 2026

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# Agenda

- 1 Our Why
- 2 National Principle 5
- 3 Recruitment, Screening & Training
- 4 Blue Cards and your Association
- 5 Resources
- 6 Next steps

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# Acknowledgement of Country

QTF respectfully acknowledge the Traditional Owners and Custodians of the lands on which we gather, work and volunteer across Queensland. We acknowledge their continuing connection to lands and waterways and pay our respects to Aboriginal and Torres Straits Islander Elders past, present and emerging and extend that respect to all Aboriginal and Torres Strait Islander peoples joining us today.





# Welcome

## Housekeeping

- Add your affiliate name in the chat
- Mute when not speaking; use the hand-up to contribute
- Cameras on where possible
- Drop questions in the chat anytime
- Q&A at the end (some questions may be answered along the way)
- Session will be recorded
- Resources, templates & slides will be shared
- Sometimes discussing safeguarding can be confronting—please seek support if needed.

## What to expect during the series

- Walk through the National Principles, one by one
- Break down practical application for associations
- Reflect on current practice and learn from each other
- Answer questions (or follow up with answers)
- Share templates, resources, and best-practice content
- All resources and slides will be shared after the session





# 01

## Our Why

Background to the National Principles and understanding the importance of taking action

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# Child Safe Organisations

## Background



### National Principles for Child Safe Organisations

Queensland has a new child safeguarding law —the *Child Safe Organisations Act (2024)*. It aims to protect Queensland children from harm when they interact with businesses and organisations.

Under this law, businesses and organisations that work with children or provide services or spaces for them are required to introduce 10 Child Safe Principles and Universal Principle. The Standards aim to create environments that prioritise the safety and wellbeing of children.

The new laws cover QTF, Regional Associations and all Touch Football Associations in Queensland.

### Timeline

Organisations providing any overnight ‘camps’ are required to be working towards compliance by 1 January 2026

All other organisations delivering services for children & young people (ie Touch Football Associations in Queensland) are required to be working towards and demonstrating compliance by 1 April 2026.



# How the new Law and touch football policy fits together



Queensland

## Child Safe Organisations Act 2024

Act No. 49 of 2024

An Act to establish child safe standards and a reportable conduct scheme to promote and protect the rights, interests and wellbeing of children in Queensland, and to amend this Act, the Evidence Act 1977, the Family and Child Commission Act 2014, the Working with Children (Risk Management and Screening) Act 2000 and the legislation mentioned in schedules 4 and 5 for particular purposes

[Assented to 19 September 2024]

## The Act

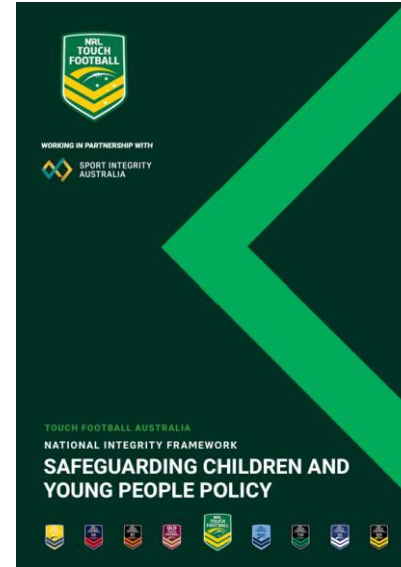
Requires the implementation of the 10 Child Safe Standards (or Principles), 1 April 2026.

\*1 January for organisations offering overnight accommodation



## The National Principles

Call out the requirement for a Safeguarding Children & Young People Policy – QTF, Regions & Affiliates have this under TFA's National Integrity Framework



## TFA SCYPP

Item 6.3 references State/territory specific child safe standards



## 10 National Standards

The Universal Principle is about creating environments that make Aboriginal and Torres Strait Islander people feel culturally safe, which broadly means welcome, safe, valued, included and respected. If an organisation isn't culturally safe, it's not child safe.

### The 10 Child Safe Standards

- 1 Leadership and culture: Child safety and wellbeing is embedded in the entity's organisational leadership, governance and culture
- 2 Voice of children: Children are informed about their rights, participate in decisions affecting them and are taken seriously
- 3 Family and community: Families and communities are informed and involved in promoting child safety and wellbeing
- 4 Equity and diversity: Equity is upheld and diverse needs respected in policy and practice
- 5 People: People working with children are suitable and supported to reflect child safety and wellbeing values in practice
- 6 Complaints management: Processes to respond to complaints and concerns are child focused
- 7 Knowledge and skills: Staff and volunteers of the entity are equipped with the knowledge, skills, and awareness to keep children safe through ongoing education and training
- 8 Physical and online environments: Physical and online environments promote safety and wellbeing and minimise the opportunity for children to be harmed
- 9 Continuous improvement: Implementation of the Child Safe Standards is regularly reviewed and improved
- 10 Policy and procedures: Policies and procedures document how the entity is safe for children

qfcc.qld.gov.au/childsafeto learn more about the Child Safe Standards



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## The 10 Child Safe Standards

- |  |                                    |  |
|--|------------------------------------|--|
|    | 1 Leadership and culture           | Child safety and wellbeing is embedded in the entity's organisational leadership, governance and culture   |
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|    | 5 People                           | People working with children are suitable and supported to reflect child safety and wellbeing values in practice                                       |
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|  | 8 Physical and online environments | Physical and online environments promote safety and wellbeing and minimise the opportunity for children to be harmed                                   |
|  | 9 Continuous improvement           | Implementation of the Child Safe Standards is regularly reviewed and improved  |
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# Overview of the National Principles/ Standards

## When done well, the Child Safe Standards:

**Prevent harm** by creating safer environments that lower risks and increase protection

**Make child safety a shared responsibility** across leaders, staff, volunteers, families, and the wider community

**Support children to speak up** by creating a culture where they feel safe and heard

**Respect cultural safety** for Aboriginal and Torres Strait Islander children, supporting their identity and belonging

**Promote transparency and accountability** so child safety is always a priority and regularly reviewed

**Create consistency** so children are protected equally no matter where they access services.



Former Australia female indoor hockey team coach Lauren Austin admits sexual offence

10 News Queensland  
27 November 2025  
A Brisbane hockey coach has been arrested and charged with sexual offences. Police allege that the 73-year-old man utilised his position to sexually abuse a 12-year-old girl and a 15-year-old girl.

Former Queensland surf coach Connor Lyons jailed for sexually abusing children  
By Jake Kearnan  
Thu 4 Dec 2025  
ABC Sunshine Coast  
Sentencing

By David Weber  
Wed 23 Jul 2025

**Safeguarding children and young people is a shared responsibility**

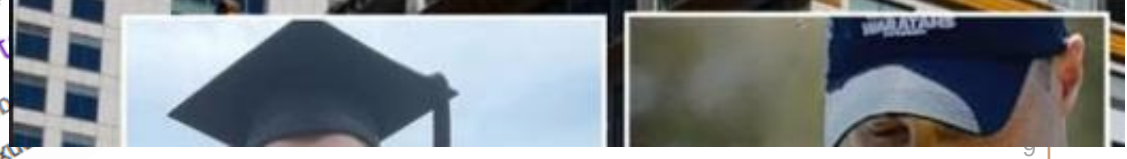
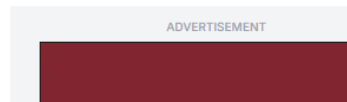
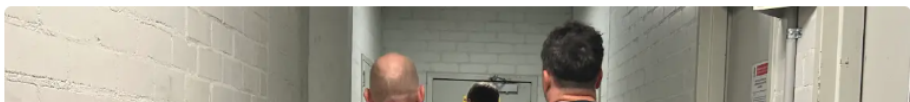
Employee Hugh Melchior was caught with child abuse material in another year. READ

news local

Exclusive Police  
Illawarra soccer coach allegedly caught with child abuse material

By Nadine Morton  
March 18 2026 - 4:15pm  
Save Share

with more than 700 child abuse videos





# 02

## National Principle 5

People working with children and young people are suitable and supported to reflect child safety and wellbeing values in practice.

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# National Principle 5:

People working with children and young people are suitable and supported to reflect child safety and wellbeing values in practice.



## Goal

We attract, select and continuously support staff and volunteers who will help foster child safety at our club.

Strong recruitment, screening, training, and regular performance reviews of staff and volunteers are essential to reducing the risk of harm to children and young people.

Clear, up-to-date, and visible recruitment practices that prioritise child safety help attract appropriate individuals while filtering out those who may be unsuitable. Choosing the right people also reinforces a strong child-safe culture.

Practical measures such as inductions, effective supervision, ongoing reviews, accurate record-keeping, and clear information sharing all play a vital role in protecting children and young people at your Association.



## What children and young people should be saying in our club

I feel safe around the adults in my club.

Coaches and officials tell us how we should behave, and the behaviours we should expect from them too.

Adults at my club show concern for me.





# Reflection:

How is your Association applying this Principle now?



# Recruitment, Screening & Training

## The Principle in action



### Recruitment

- Identify child-related positions/ roles (Appendix 3)
- Implement clear position descriptions and selection criteria
- Position description and advertising should include commitment to child safety
- Conduct interviews/ EOIs and ask about suitability to work with children & young people (Appendix 4)
- Applicants have either a Blue Card or Exemption Card or are willing to get one, and have either undertaken or are willing to undertake integrity training
- Candidates are willing to provide referees to support their application



### Screening (Appendix 5)

- Prior to engagement the referee is contacted and asked about the candidate's suitability to work with children
- Qualifications are verified and Blue/ Exemption Cards are validated (linked)

### Training & Support

- People starting with the Association are provided a comprehensive induction
- Ongoing support includes effective supervision, reviews, and record-keeping

### Resources

TFA Safeguarding Children & Young People Policy Appendix 2-5

# Blue Cards and your Association

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

Blue Card Services administers the blue card system—Queensland's Working with Children Check.

There are 4 stages/ parts of the blue card system:

**Identify** who needs a blue card – **Associations and individuals**

Blue card **check** – **Blue Card Services**

Ongoing daily **monitoring** of blue card applicants and holders to ensure they remain eligible to work with children - **QPS**

Organisations must **manage** their **mandatory obligations** to ensure they are compliant with the blue card system – **Associations**

Each part of the system plays an essential role helping to keep children and young people safe, and it works best when all parts work together.



<https://www.qld.gov.au/law/laws-regulated-industries-and-accountability/queensland-laws-and-regulations/regulated-industries-and-licensing/blue-card/system/rights-and-obligations/organisations>



# Organisation obligations



What we are required to do under the [Working with Children \(Risk Management and Screening\) Act 2000](#).

Association Committees have obligations under the blue card system. They must:

Obligations (from the BCS website)	What this means for Associations
<ul style="list-style-type: none"><li>not start a person in child-regulated work without a valid card</li></ul>	– <b>No Card, No Link, No Start</b>
<ul style="list-style-type: none"><li>take reasonable steps to confirm the card holder's identity</li></ul>	- ID Check
<ul style="list-style-type: none"><li>link a card holder when they start with the Association</li></ul>	– No Card, <b>No Link</b> , No Start
<ul style="list-style-type: none"><li>maintain an employee register the people engaged in the Association</li></ul>	The Employee Register provides a full list of everyone in the organisation, and will be the document that BC Services asks for if you're audited – QTF template
<ul style="list-style-type: none"><li>develop and implement a child and youth risk management strategy</li></ul>	We're working through that with you now – as of 1 April it will be your Child Safety & Wellbeing Policy
<ul style="list-style-type: none"><li>comply with any compliance or audit requests</li></ul>	If you receive correspondence from BC Services, provide the requested information
<ul style="list-style-type: none"><li>tell Blue Card Services when there is a change in your organisation's information.</li></ul>	So that they know who they should contact if needed.

**There are penalties for non-compliance with these obligations.**

<https://www.qld.gov.au/law/laws-regulated-industries-and-accountability/queensland-laws-and-regulations/regulated-industries-and-licensing/blue-card/system/rights-and-obligations/organisations>

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# Roles requiring Blue Cards



## Who needs what?

As well as being listed on the Employee Register

Role	Listed on Employee Register	Requirement
• Committee	Yes	All have a Blue/ Exemption Card and are linked (Card type = Volunteer)
• Paid Staff	Yes	All have a Blue Card and are linked (Card type = Paid)
• Other Volunteers	Yes	All have a Blue/ Exemption Card and are linked (Card type = Volunteer)
• Coaches, Assistant Coaches and Managers	Yes	All have a Blue/ Exemption Card (Card type = Volunteer) and are either: <ul style="list-style-type: none"><li>➢ linked to the Association</li><li>➢ linked to a Club; Association to Validate the Blue/ Exemption Card.</li></ul>
• Referees	Yes	All Referees over 18 have a Blue/ Exemption Card and are linked (Card type = Volunteer)
• Contractors eg food vendors	No	Don't need a Blue Card if activity is limited to service

*NB – Remember to delink Blue Cards when engagement ceases*

**Information about who needs a Blue Card can be found here:**

<https://www.qld.gov.au/law/laws-regulated-industries-and-accountability/queensland-laws-and-regulations/regulated-industries-and-licensing/blue-card/required>

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# Scenarios

## Recruitment & Screening



### Junior Competitions

The committee of a local Touch Football Association is preparing for the upcoming junior season. Registrations are strong, but the Junior Coordinator raises a concern at the monthly meeting:

“We’ve got 18 junior teams this season, but only 10 confirmed coaches and 6 referees. We need more volunteers to ensure the season can go ahead.”

A committee member suggests asking parents to “just help out on the night” to fill the gaps. Another proposes fast-tracking volunteers straight onto the field so games can go ahead without delay.

What should the Committee consider in this instance?



### Representative Coaches

The Association is preparing for the Junior representative season, starting with appointments of team officials. Expressions of interest are strong, with over 10 people who are new to the Association putting their hand up to lead representative teams.

Explain the steps that the Committee should undertake in the appointment process.

As part of a reference check for a coach, you find that the provided referee doesn’t seem to know the coach very well, and is hesitant in responding – what do you do?



# Scenarios

## When do Blue Cards apply?



### The Helpful Parent

A parent volunteers to help run drills at junior training occasionally. They are always supervised by the head coach and never left alone with players.

**Answer:** ❌ No (in most cases)

#### Explanation:

This is typically considered a volunteer parent helper under direct supervision. If they are not in a regulated role and are not providing child-related services independently, a Blue Card is generally not required.

⚠️ However, if their involvement becomes regular, unsupervised, or more formalised, a Blue Card would be required.

⚠️ QTF recommends that Associations require EVERYONE to have a Blue/ Exemption Card



### The 17 Year Old Referee

A 17-year-old referee is paid by the association to officiate junior matches (U10–U14). They interact regularly with players but are under 18 themselves.

**Answer:** ❌ No

#### Explanation:

People under 18 years old do not require a Blue Card, unless they are undertaking paid work in child-related activities.



# Scenarios

## When do Blue Cards apply?



### The Electrician on Competition Night

An electrician is called to the fields during a busy junior competition night to fix a lighting issue. They work around the clubhouse and field lighting for 2–3 hours while games are being played. They have incidental contact with players (eg walking past, brief conversations), but are not involved in any activities with children and are supervised by a committee member while onsite.

**Answer:** ✗ No (in most cases)

#### Explanation:

This is considered incidental contact while performing a trade/service role, not child-related work. Under Blue Card Services, people who are at a venue purely to provide a service (e.g. electricians, plumbers, delivery drivers) and do not work with children generally do not require a Blue Card.

- ⚠ There should be oversight of contractors while onsite
- ⚠ However, watch for changes in circumstance, a Blue Card may be required if:

- The electrician is engaged regularly and over time at junior activities
- They begin working unsupervised in areas with children (eg changerooms)
- Their role expands beyond a one-off service into something involving direct interaction or responsibility for children



# Scenarios

## When do Blue Cards apply?



### The Coach Mentor

A senior coach is appointed as a “coach mentor” for the association. Their role is to support and guide junior coaches, attend training sessions, and provide feedback to coaches during junior games. They may interact with players while demonstrating drills or assisting coaches.

Answer:  Yes

#### Explanation:

Under Blue Card Services, this role would typically be considered child-related work because the mentor:

- Is regularly present at junior training and games and has direct and indirect interaction with children (even if primarily supporting coaches)
- May be involved in demonstrations, instruction, or feedback impacting players
- Holds a position of influence and authority within the junior environment



### The Committee Book keeper

The club bookkeeper handles finances only. They do not attend games or training, have no direct contact with players, and are not a part of decision making for competitions and rep programs.

Answer:  No

#### Explanation:

This is an **administrative role with no child-related duties**. Blue Cards are only required for roles involving **child-related work**, so this position does not require one.

⚠ QTF recommends that Associations require EVERYONE to have a Blue/ Exemption Card



# Next Steps

Principle in practice



**Position Descriptions** for all child related roles: Committee; Coaches, Managers etc

**Recruitment processes** – including questions about suitability in working with children & young people; screening procedures

Where not possible (ie competition coaching staff not engaged by association, Induction and Support and supervision is imperative)

**Induction and support** – Induction procedure; ongoing supervision and support network – visible competition ground staff and coaching mentors

**Blue Card Process** – Resources: Blue Card Operating Procedure (template); Employment register, Blue Card Services Online Portal

**Event Safeguarding plans** – including management of Blue Cards for all team officials and volunteers

**Safeguarding children and young people is a shared responsibility**

# Resources

Supporting delivery



<https://qldtouch.com.au/child-safe-organisations-resources>



# QUESTIONS?



## What process should an Association be undertaking to validate Blue Cards?

QTF advice:

1. Take reasonable steps to confirm a person's identity – Sight Driver's Licence or QLD Proof of Age card
2. Add the person to the Association Employee Register
3. Use the person's Blue Card/ Exemption Card number and date of birth to link them to the Association in the Blue Card Services Organisation Portal. If linking not necessary, validate the person's Blue Card/ Exemption Card using the [Blue Card Validity checking tool](#).

<https://www.qld.gov.au/law/laws-regulated-industries-and-accountability/queensland-laws-and-regulations/regulated-industries-and-licensing/blue-card/system/rights-and-obligations/organisations>

## If a parent has a negative Blue Card notice are they allowed to coach their child's team?

Answer: **✗** No

Explanation:

A negative notice holder is considered a restricted person and **must not** start or continue in child-related work (paid or voluntary). This includes coaching their child's team. <https://www.qld.gov.au/law/laws-regulated-industries-and-accountability/queensland-laws-and-regulations/regulated-industries-and-licensing/blue-card/applications/eligible/negative-notice-holders>

**⚠ QTF recommends that Associations require EVERYONE to have a Blue/ Exemption Card**

When allowing people to relying on the 7 day, volunteer parent or under 18 exemptions to work with children, the **Restricted Employment Declaration** must be completed to check that they are NOT a restricted person. The template declaration (available in [digital](#) and [manual](#) formats) must be completed and kept on file.



# QUESTIONS?



## Do weekly food vendors require a blue card?

Answer:  No

Explanation:

Food vendors generally **do not** require a blue card at weekly sport competitions if they are solely providing food or beverages. A blue card is usually required only if the worker has additional, direct, and unsupervised contact with children, or is running a specific child-related activity.

<https://www.qld.gov.au/law/laws-regulated-industries-and-accountability/queensland-laws-and-regulations/regulated-industries-and-licensing/blue-card/required/individuals-businesses/sport-active-recreation>

## If a Blue Card Application is 'pending' and linked in the Organisation Portal, does the Association need to wait for it to be approved before the person starts volunteering?

Answer:  Yes

Explanation:

Yes, an organisation in Queensland must wait until the blue card is **approved** before the person can start working. Despite being linked in the portal, a pending application does not allow a person to begin, as Queensland operates under strict "No Card, No Start" laws, meaning the card must be approved and active.

<https://www.qld.gov.au/law/laws-regulated-industries-and-accountability/queensland-laws-and-regulations/regulated-industries-and-licensing/blue-card/organisations/linking-requirements-for-organisations>



# Thank You



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