



Child Safe Organisations

Week 9

June 2026

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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 in 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.





02

National Principle 1

Child safety and wellbeing is embedded in organisational leadership, governance and culture.

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Goal

Our club leaders focus on child safety and everyone commits to it by what we say and do every day.

- Make a public commitment to child safety
- Champion a child safe culture at every level
- Prioritise child safeguarding in your strategy
- Set clear child safe behaviours in a Child Safe Code of Conduct
- Develop risk management plans for child safety
- Support staff and volunteers to understand their child safe responsibilities



What children and young people should be saying in our club

Adults at my club listen to me and value what I say.

I trust the adults at my club.

I feel safe at my club.

Public commitment to child safety

Develop and promote

The purpose of a public commitment to child safety and wellbeing is to clearly show - both internally and externally - that your organisation prioritises the safety of children and embeds it into how it operates. A public commitment:

1. Sets the tone from leadership
2. Makes expectations clear
3. Builds a child-safe culture
4. Builds trust with families and community
5. Encourages reporting and transparency
6. Links words to action

In short, a public commitment exists to:

- Show leadership
- Set expectations
- Build trust
- Drive a culture where child safety is everyone's responsibility.



Read QTF's Commitment to Child Safety and Wellbeing here: <https://qldtouch.com.au/child-safety-and-wellbeing/>

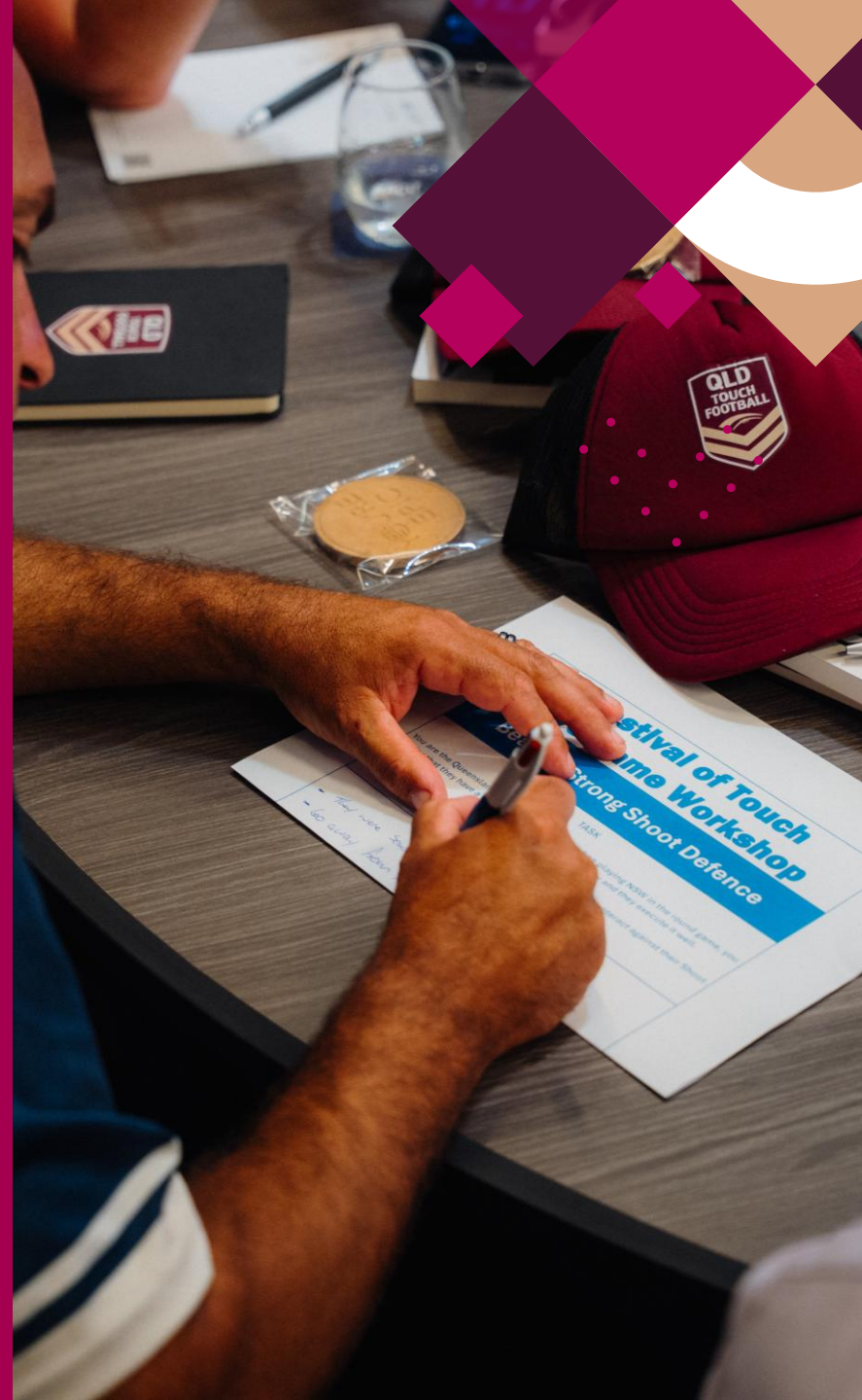
Commitment to child safety

How do we go about developing a Commitment to Child Safety

1. Develop a draft
2. Understand your context
3. Consult stakeholders
4. Align the core commitments
5. Ensure clear, accessible language
6. Formerly endorse the commitment
7. Communicate it widely
8. Embed it into culture
9. Review and update regularly

A strong commitment to child safety is:

- ✓ Led by leadership
- ✓ Clearly communicated
- ✓ Embedded in everyday behaviours
- ✓ Backed by action and accountability



Champion a child safe culture

Everyone has a role

- Board members, staff, coaches, volunteers
- Players, parents and families

Build understanding

- Share child safe policies clearly
- Explain expected behaviours and responsibilities

Provide ongoing training

- Inductions for new volunteers and coaches
- Regular refreshers and updates

Encourage speaking up

- Create a safe environment to raise concerns
- Make reporting pathways clear and simple

Embed in everyday practice

- Talk about child safety regularly
- Lead by example in all interactions

Child safety is strongest when everyone understands their role and feels empowered to act.



Prioritise child safeguarding in strategy

To prioritise child safeguarding, it must be intentionally built into your organisation's strategy - not treated as a separate or optional activity.

To prioritise child safeguarding:

- Include it in your strategy and goals
- Assign clear responsibility
- Embed it across all operations
- Set measurable actions
- Resource and review it regularly
- Embed culture and behaviour

Make child safety a standing agenda item on Management Committee and AGMs. Regularly review:

- Incidents
- Risks
- Improvements



Governance requires ongoing oversight and continuous improvement



Child Safe Code of Conduct

What leaders permit, leaders promote



For associations affiliated with TFA, the Child Safe Code of Code is based on the TFA Safeguarding Children and Young People Policy. It explains how people must behave to keep children safe, respected and protected from harm.

Importantly, it should explain that breaches of the Child Safe Code of Conduct may lead to disciplinary action or termination of employment/engagement with the Association.

QTF CHILD SAFE CODE OF CONDUCT

All paid and unpaid staff, including volunteers, of Queensland Touch Football (QTF) are responsible for the safety and wellbeing of children and young people who engage with QTF. All paid and unpaid staff are expected to act in accordance with this Child Safe Code of Conduct in their physical and online interactions with children and young people under the age of 18 years.

I will:

- Act in accordance with QTF's child safety and wellbeing policies and procedures at all times.
- Behave respectfully, courteously and ethically towards children, young people and their families and towards other staff.
- Listen and respond to the views and concerns of children and young people, particularly if they communicate (verbally or non-verbally) that they do not feel safe or well.
- Promote the human rights, safety and wellbeing of all children and young people in QTF activities and events.
- Demonstrate appropriate personal and professional boundaries.
- Consider and respect the diverse backgrounds and needs of children and young people.
- Create an environment that promotes and enables children and young people's participation and is welcoming, culturally safe and inclusive for all children, young people and their families.
- Involve children and young people in making decisions about activities, policies and processes that concern them wherever possible.
- Contribute, where appropriate, to QTF policies, discussions, learning and reviews about child safety and wellbeing.
- Identify and mitigate risks to children and young people's safety as required by QTF's risk assessment and management policy or process.
- Respond to any concerns or complaints of child harm or abuse promptly and in line with QTF's policy and procedure for receiving and responding to complaints.
- Report all suspected or disclosed child harm or abuse as required by QLD legislation and by QTF policy and procedure on internal and external reporting.
- Comply with QTF's protocols on communicating with children and young people.

	<input type="checkbox"/> Comply with QLD legislation and QTF policies and procedures on record keeping and information sharing.
I will not:	<input type="checkbox"/> Engage in any unlawful activity with or in relation to a child or young person. <input type="checkbox"/> Engage in any activity that is likely to physically, sexually or emotionally harm a child or young person. <input type="checkbox"/> Unlawfully discriminate against any child, young person or their family members. <input type="checkbox"/> Be alone with a child or young person unnecessarily. <input type="checkbox"/> Arrange personal contact, including online contact, with children or young people I am working with for a purpose unrelated to QTF activities. <input type="checkbox"/> Take photos of children or young people and/or store photos of children or young people on personal or work devices <input type="checkbox"/> Disclose personal or sensitive information about a child, including images, unless the child and their parent or legal guardian consent or unless I am required to do so by QTF's policy and procedure on reporting. <input type="checkbox"/> Use inappropriate language in the presence of children or young <u>people</u> or show or provide them with access to inappropriate images or material. <input type="checkbox"/> Work with children or young people while under the influence of alcohol or prohibited drugs. <input type="checkbox"/> Ignore or disregard any suspected or disclosed child harm or abuse.
If I think there has been a breach of this Code by another person in QTF I will:	<input type="checkbox"/> Act to prioritise the best interests of children. <input type="checkbox"/> Take actions promptly to ensure that children are safe. <input type="checkbox"/> Promptly report any concerns to my manager, QTF's Child Safety Officer, the Chief Executive Officer or another manager or leader in QTF. <input type="checkbox"/> Follow QTF's policies and procedures for receiving and responding to complaints and concerns. <input type="checkbox"/> Comply with QLD legislative requirements on reporting, and with QTF's policy and procedure on internal and external reporting.
DECLARATION:	
I agree to abide by this Child Safe Code of Conduct during my employment/ engagement with QTF. I understand that breaches of this Child Safe Code of Conduct may lead to disciplinary action or termination of my employment with QTF.	Signature Full Name Date

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Government



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Risk Management

Identify, prevent and minimise risks

Risk management in touch football environments is the process of identifying, assessing, and reducing potential risks that could cause harm to participants - particularly children and young people - across both physical settings (eg fields, changerooms, travel) and online spaces (eg communication platforms, social media).

Effective risk management in your Association:

- Helps prevent harm before it occurs, rather than just responding after incidents
- Reduces opportunities for unsafe situations (eg unsupervised one-on-one interactions)
- Creates safer, more structured environments for children and young people
- Supports volunteers and staff to make consistent, informed decisions
- Demonstrates a proactive commitment to child safety and wellbeing



Support Staff and Volunteers

Understanding child safe responsibilities



Staff and volunteers need clear guidance, training and support to act safely and confidently when it matters most.

- Provide clear induction training - introduce child safe policies and expectations, explain roles and responsibilities
- Focus on key obligations – recognising concerns or disclosures, responding appropriately, understanding reporting requirements
- Ensure safe responses - listen calmly and take children seriously, do not promise secrecy, follow reporting procedures immediately
- Emphasise record-keeping - document concerns accurately, record facts not opinions, store information securely
- Reinforce regularly - ongoing training and reminders, support staff to build confidence



Next Steps

What could this look like at your Association?

Your Association should have:

- A Safeguarding Children and Young People Policy/ Child Safe Plan
- A Child Safe Commitment Statement
- A Child Safe Code of Conduct which has a focus on child safety and wellbeing
- A Child Safe Risk Register
- A Child Safe Reporting process

Key messages from Principle 1:

Child safety is a shared responsibility across sport

Touch football environments (training, competition, travel, online comms) all carry risk

Principle 1 is the *foundation* for all other principles



QUESTIONS?



WEEKLY ZOOM DROP IN - [CLICK HERE TO JOIN](#)

Every Thursday - 10:00am-11.00am

Next session Thursday 4 June 2026

Zoom Drop In available for all Affiliate committees and/or staff seeking support with Child Safeguarding implementation



Resources

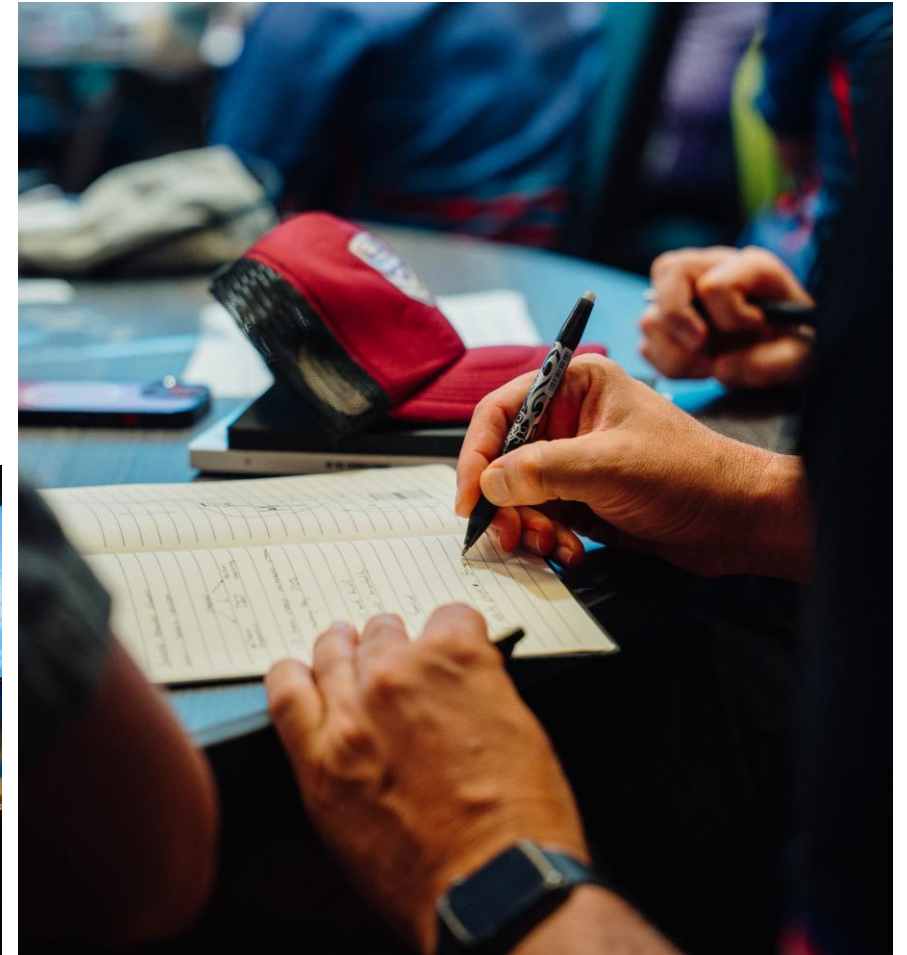
Supporting delivery

Resources

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

Frequently asked questions (FAQs)

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



Thank You



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