



## CHILD SAFE STANDARDS SUMMARY

**Purpose:** This resource helps netball associations and clubs understand and apply the 10 Child Safe Standards and the Universal Principle as part of the new Queensland legislation – *Child Safe Organisations Act 2024*. [Child Safe Organisations | Queensland Family and Child Commission](#)

### WHY CHILD SAFETY MATTERS

Child safety is about creating environments where children thrive, belong, and feel safe. Safe, supportive environments increase retention, confidence, and positive outcomes for children.

### INTEGRITY IN PRACTICE

Integrity is about the actions we take every single day to keep children and young people safe, respected, and supported in our netball community. The Ten Child Safe Standards give us the framework — but integrity is what brings those standards to life. It's the difference between having policies and living them. So, when we say, “Integrity isn’t just a value – it’s a movement,” we mean this:

Every choice we make — on the court, in the changeroom, online, or at training — either builds or breaks trust.

Living with integrity turns our Child Safe Standards from words on paper into real protection for every child in our netball family. Because integrity isn’t what we say. It’s about what we do — together, every day, for every player.

## **CARING FOR YOURSELF SO YOU CAN CONTINUE TO CARE FOR OTHERS**

When we're talking about child safety, the content can sometimes stir up emotions or reflections — and that's okay.

- **Self-care strategies:** Take breaks, drink water, step outside, and speak to a trusted person.
- **Confidential support:**
  - **Lifeline:** 13 11 14 or [www.lifeline.org.au](http://www.lifeline.org.au)
  - **Beyond Blue:** 1300 22 4636 or [www.beyondblue.org.au](http://www.beyondblue.org.au)
  - **1800 Respect:** 1800 737 732
  - **Blue Knot Helpline (for survivors of childhood trauma):** 1300 657 380
  - **Braveheart's Foundation:** [www.bravehearts.org.au](http://www.bravehearts.org.au)
  - **13YARN (Aboriginal & Torres Strait Islander Crisis Supporters):** 13 92 76 or [www.13yarn.org.au](http://www.13yarn.org.au)
  - **NQ & White Cloud Foundation:**  
<https://whitecloudfoundation.org/>

**Emotional wellbeing ensures that adults can respond effectively and protect children.**

## WHY THE STANDARDS MATTER

Clear standards provide:

1. **Safety & Protection:** Prevent harm, abuse, neglect.
2. **Consistency:** Uniform expectations across clubs, teams, and competitions.
3. **Voice & Participation:** Children feel heard.
4. **Trust:** Builds confidence in parents/community.
5. **Guidance for Adults:** Coaches, staff, volunteers know responsibilities.
6. **Inclusion & Equity:** Every child is valued.
7. **Culture & Behaviour:** Sets tone for respectful behaviour.
8. **Legal Compliance:** Demonstrates accountability, reduces risk.

## THE UNIVERSAL PRINCIPLE

[Universal Principle and cultural safety | Queensland Family and Child Commission](#)

When we talk about putting the Universal Principle into action, it starts with really listening to children's voices – seeking out their opinions, feelings and ideas – and taking them seriously. It's about creating spaces where they feel genuinely safe and comfortable speaking up. We also need to involve children in decisions that affect them. When we do, we help build their confidence, independence and a sense of responsibility.

It's equally important that we respect each child's cultural identity – recognising their language, beliefs and traditions and ensuring cultural safety for Aboriginal and Torres Strait Islander children, while embracing the diversity that strengthens all our communities.

- **Core idea:** Children have the right to be heard and their cultural identity respected
- **Application:** Listen actively, involve children in decisions, respect cultural diversity, ensure cultural safety.
- **Impact:** Empowered children engage positively, report concerns, and build trust in adults.

**In summary:** The Universal Principle places children's rights, voices, and cultural identities at the centre of every interaction and decision.

**OVERVIEW OF THE 10 STANDARDS** – For you, which Standards are strengths? Which needs focus?

<b>Standard</b>	<b>Key Points</b>	<b>Practical Example</b>
1. Leadership & Culture	<ul style="list-style-type: none"> <li>• Committee leads by example</li> <li>• Child safety discussed at meetings</li> <li>• Values are visible in behaviour</li> </ul>	<ul style="list-style-type: none"> <li>• Child safety is a standing agenda item</li> <li>• Leaders model respect and accountability</li> </ul>
2. Voice of Children	<ul style="list-style-type: none"> <li>• Players know their rights</li> <li>• Encouraged to speak up</li> </ul>	<ul style="list-style-type: none"> <li>• Child voice in decision-making (e.g. Youth Rep or Survey)</li> <li>• Feedback acted upon</li> </ul>
3. Family & Community	<ul style="list-style-type: none"> <li>• Parents informed and included in safety discussions</li> </ul>	<ul style="list-style-type: none"> <li>• Families help review codes of conduct or communication policies etc.</li> </ul>
4. Equity & Diversity	<ul style="list-style-type: none"> <li>• Inclusion of all children regardless of background or ability</li> </ul>	<ul style="list-style-type: none"> <li>• Coaches adapt drills so all children can participate</li> <li>• Allowing children to wear culturally appropriate clothing or head coverings,</li> <li>• Pairing new or anxious players with a supportive buddy</li> </ul>
5. People	<ul style="list-style-type: none"> <li>• Probity checks such as Blue Cards checks</li> <li>• Relevant references completed</li> <li>• Role clarity for volunteers</li> </ul>	<ul style="list-style-type: none"> <li>• Regular refresher training</li> <li>• Behaviour expectations</li> <li>• Reviewed annual</li> </ul>
6. Complaints Management	<ul style="list-style-type: none"> <li>• Everyone knows how to report</li> <li>• Children trust the process</li> </ul>	<ul style="list-style-type: none"> <li>• Clear flowchart and contact names displayed</li> <li>• Transparent, timely follow-up</li> </ul>
7. Knowledge & Skills	<ul style="list-style-type: none"> <li>• Induction includes child safety</li> <li>• Mentors available</li> </ul>	<ul style="list-style-type: none"> <li>• Ongoing training</li> <li>• Debrief after incident</li> <li>• Culture of reflection</li> </ul>
8. Physical & Online Environments	<ul style="list-style-type: none"> <li>• Courts, changerooms and digital platforms monitored</li> </ul>	<ul style="list-style-type: none"> <li>• Regular risk checks</li> <li>• Online communication via approved channels only</li> <li>• No one to one chat</li> <li>• Minimum of two adults in every chat</li> </ul>
9. Continuous Improvement	<ul style="list-style-type: none"> <li>• Feedback gathers after programs and throughout the season</li> </ul>	<ul style="list-style-type: none"> <li>• Annual review of safety practices</li> <li>• Improvements documented and shared</li> </ul>
10. Policy & Procedure	<ul style="list-style-type: none"> <li>• Codes of conduct, reporting policy and behaviour guidelines in place</li> </ul>	<ul style="list-style-type: none"> <li>• Policies visible, easy to access and actively referred to by coaches and players.</li> <li>• Regular review of policies</li> </ul>

## **STANDARDS IN PRACTICE**

### **1. Leadership & Culture: Leadership sets the tone!**

#### [Standard 1 | Queensland Family and Child Commission](#)

- Standard 1 requires everyone in netball to actively prioritise child safety.
- It's not just policy — it's behaviour, decisions, and role-modelling.
- Every action contributes to a culture that is respectful, protective, and accountable.

### **2. Voice of Children: Children's voices matter.**

#### [Standard 2 | Queensland Family and Child Commission](#)

- Standard 2 focuses on listening to and empowering children.
- Children should feel safe to speak up, be heard, and taken seriously.
- When young people feel heard, they become more confident, connected, and protected.

### **3. Family & Community: Families are partners in safety.**

#### [Standard 3 | Queensland Family and Child Commission](#)

- Standard 3 recognises parents and carers as key partners in child safety.
- Involves clear communication, transparency, and involving families in understanding safety expectations.
- Families should understand how netball activities are run safely and inclusively.

### **4. Equity & Diversity: Everyone belongs.**

#### [Standard 4 | Queensland Family and Child Commission](#)

- Standard 4 focuses on equity, inclusion, and welcoming all children.
- Ensures children of all backgrounds feel respected and supported.
- Involves being mindful of different needs and creating safe, inclusive spaces.

## **5. People: The right people in the right roles.**

### Standard 5 | Queensland Family and Child Commission

- Standard 5 ensures that adults working with children are safe, suitable, and supported.
- Includes appropriate screening (e.g., WWCC), induction, training, clear expectations, and ongoing guidance.
- Best practice is that any coach, committee member, official, volunteer or player aged 18 and over who is involved in a team or activity with minors holds a current Blue Card, regardless of whether the role is paid or voluntary,
- Prepared, well-supported people make the community safer.

## **6. Complaints Management: Clear, child-focused responses.**

### Standard 6 | Queensland Family and Child Commission

- Concerns must be managed through a consistent, child-centred process.
- Everyone should know how to respond: listen, document, and escalate appropriately.
- It's about protecting children, building trust, and ensuring concerns are never minimised or ignored.

## **7. Knowledge & Skills: We all need ongoing training and capability.**

### Standard 7 | Queensland Family and Child Commission

- Standard 7 highlights that child safety requires continuous learning.
- Applies to everyone: committee members, coaches, umpires, volunteers, and admin staff.
- Regular training helps you understand risks, responsibilities, and how to act when something feels wrong.
- Child safety isn't "set and forget" — capability grows through repetition, refreshers, and real conversations.

## **8. Physical and Online Environments: Our environment must be safe.**

### Standard 8 | Queensland Family and Child Commission

- Standard 8 asks us to consider safety across both physical and online spaces.
- Physically: check for hazards, supervise properly, ensure lighting and equipment are safe.
- Online: use appropriate communication channels, maintain respectful interactions, monitor team chats/social media linked to the club.
- Safe environments are intentional — created through awareness and proactive action.

## **9. Continuous Improvement: We reflect and learn continuously.**

### Standard 9 | Queensland Family and Child Commission

- Standard 9 requires regular reviewing, reflecting, and adjusting.
- Use the Good–Better–How method:
  - **Good:** What worked well?
  - **Better:** What didn't go to plan or need strengthening?
  - **How:** What action or change will we take next?
- Apply after incidents, seasons, or busy carnivals to keep improvement practical and consistent.
- Helps netball remain responsive, accountable, and child centred.

## **10. Policy & Procedure: Strong documentation supports strong practice.**

### Standard 10 | Queensland Family and Child Commission

- Standard 10 focuses on clear, accessible, and well-maintained documents.
- Includes policies, procedures, reporting pathways, behaviour expectations, and training requirements.
- Everyone — committee members, volunteers, coaches, umpires, support staff — should know where these documents are.
- Documentation should guide day-to-day decisions and support a safe environment.

## POLICIES, PRACTICES AND CULTURE



**Policies:** Foundation – codes of conduct. Complaints, recruitment, safeguarding, etc.

**Practices:** Daily actions translating policies into behaviour.

**Culture:** Living values daily; children's voices central.

Policies are the foundation and mean little if they don't translate into practice. This includes how we recruit, how we supervise, how we respond when something doesn't feel right. Culture is about living our values every day.

At the heart of everything we do is lead a culture of child safeguarding and creating a welcoming and inclusive environment. Building a great, safe and inclusive club takes thought and effort, but it starts with putting children and families at the centre of our actions.

## POLICY CHECKLIST

- Child Safety & Wellbeing Policy (aligned with 10 Standards) *[NQ to provide template]*
- Code of Conduct (staff, volunteers, coaches, players, parents) *[adopt NA policy]*
- Complaints & Reporting Procedure *[adopt NA policy]*
- Safe Recruitment & Screening Procedure (WWCC, references, induction) *[adopt NA policy]*
- Risk Management Plan (including online safety)
- Training & Induction Plan
- Incident/Concern Reporting Form *[adopt NA policy & template]*
- Annual Review Schedule

## SELF-ASSESSMENT ACTIVITY & ACTION PLANNING

- Traffic Light Self-Assessment: Rate each Standard:
  - Green** = We're already doing this well and can show evidence.
  - Amber** = We've started, but it's not consistent or needs more work.
  - Red** = We haven't started yet, or this is a big gap.
- Identify Gaps: Focus on Amber/Red Standards

## ACTION PLANNING TABLE:

Standard	Action	Responsible	Timeline
Which standard	What action is needed	Who is responsible	When is it required to be complete

## NEXT STEPS & RESOURCES

- Compliance is mandatory
- Support available - templates, guides, checklists
- Schedule review dates to track progress
- **Reflection Question:** What action will you take immediately to improve child safety?
- Resources: Safeguarding Officer contacts, reporting guides, online training links, templates.

## WHAT OTHER HELP IS AVAILABLE IN NETBALL?

- **Sport Integrity Australia** resources, webinars, videos and online training ([Protecting Sport Together | Sport Integrity Australia](#))
- **eSafety Commissioner** Sport Hub ([Sports hub | eSafety Commissioner](#))
- Free **NA Safeguarding course** on Netball Learning ([Netball Learning Centre](#))
- **NA/NQ** awareness graphics – Contact [integrity@netballq.org.au](mailto:integrity@netballq.org.au)
- **NQ** Community of Practice
- Expanded **NQ Conduct Tribunal**
- **NQ Integrity** resource – “*It is impossible to put the egg back together once it is broken*”. Contact [integrity@netballq.org.au](mailto:integrity@netballq.org.au) with any questions or queries about complaints or integrity breaches.

Please scan the QR code to share your feedback — your thoughts help us strengthen future Child Safe training.

