

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 the SDBA are treated with kindness, respect and understanding, and that they suffer no harm in connection with SDBA activities.

SDBA officially declares: SDBA's position is that abuse cannot be tolerated in any form.

SDBA is a Company which is a non-listed public company that is non-for profit.

It operates by Memorandum of Association and amendments registered with ASIC and has a Board of Directors.

The primary purpose of SDBA is to encourage people (young and old) to play basketball.

The Board receives no remuneration for their services, they do not work in the business of the Company and have their own individual interests and pursuits.

SDBA operates with a small staff out of the Basketball Stadium at Zahel Street, Carina but uses multiple outsourced courts to conduct its business.

All stakeholders, employees and volunteers ("participants") are encouraged to be alert and diligent and do all they can to protect children and others against abuse and neglect.

To that end, the SDBA has adopted policies for safeguarding children published on its webpage.

SDBA's Code of Conduct for Child Safety is:

OBTAIN current specific working with children credentials before you start any work with children.

TREAT all children with kindness and respect.

PROTECT children from abuse, neglect, harassment and bullying.

REPORT promptly to the General Manager or Board of SDBA any actual or suspected physical, sexual or emotional abuse or neglect of a child. Report to government authorities as required by law.

NEVER ignore any reports of abuse, neglect, harassment or bullying, especially if they come from a child.

DO NOT touch any child in an abusive (sexual or physically violent) manner.

DO NOT engage in inappropriate physical contact with a child, or assist children with personal matters they can do for themselves. Ask a parent or guardian to change their child's nappies or take their child to the toilet.

DO NOT treat a misbehaving child harshly— speak calmly; if needed, alert the child's parents/guardian or leaders.

DO NOT engage in inappropriate relationships with a child, and if you become aware of an inappropriate relationship developing between another adult and a child, bring it to the attention of the General Manager or Board of SDBA.

DO NOT publish on social media any photos of children without the consent of their parent or guardian. Do not communicate privately with a child online outside of normal SDBA operations.

NO person should have sexually suggestive, adult-themed or pornographic material of any kind in their possession when conducting SDBA operations, and all members should protect children from such material.

NO adult should swear or use profane, coarse, abusive or otherwise inappropriate language at any time, and all members should protect children from hearing such language and encourage them not to use it themselves.

SDBA participants are encouraged to maintain a child safe culture by:

- a. Implementing SDBA policies and procedures relating to preventing and responding to abuse, as set out in the Code of Conduct;
- b. Providing continual training in such policies and procedures;
- c. Causing all persons who work with children to obtain and maintain a Blue Card and to register it in the SDBA's Child Protection Compliance System;
- d. SDBA culture is organically inclined towards child safety.

The majority of SDBA organisations and programs are designed to help children flourish.

Any instance of child abuse is treated as serious, subject to strict SDBA discipline, and met with all legal duties to report child abuse to the state.

The SDBA regimen consists of parents bringing their children to SDBA for games and training weekly activities under the tutelage and supervision of adult

SDBA does not engage in child-care or other custodial arrangements of children.

2 Code of Conduct.

SDBA has adopted the Code of Conduct, which is outlined above and published on its website.

The staff of SDBA are directed to implement the Code of Conduct.

3 Recruitment, Screening, Training and Management Procedures.

SDBA uses paid staff, contractors, hobbyists and volunteers to conduct its affairs.

Only persons holding Blue Cards are entitled to work with Children.

All SDBA work with children is organised and directed by the General Manger and Head of Basketball and supervised by adults who include volunteers and parents.

All of whom must comply Blue Card laws and that such is recorded in the SDBA's Child Protection Compliance System (Strategy 7) and directed to read the Code of

Conduct, prior to working with children.

Annually SDBA provides child safeguarding training as well as part of its induction of staff and coaches.

4 Policies and Procedures for Handling Disclosures/Suspicious of Harm – Reporting Guidelines.

All persons are encouraged to be alert to any signs of child abuse.

All person are encouraged to report any such abuse to the General Manager or the and to report abuse to state authorities.

5 Plan for Managing Breaches of the Risk Management Strategy.

Participation in the SDBA activities may be paid or voluntary.

SDBA influences its participants by training and directing them to apply correct principles and appealing to their better natures through moral persuasion and the policies of SDBA.

SDBA can punish breaches of its risk management strategy and appropriately disciplining wrongdoers through its Tribunal and workplace processes.

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

SDBA activities are planned according to published SDBA guidelines designed to safeguard children and protect them from physical harm or abuse.

7 Strategies and Procedures for Managing Blue Card System Compliance.

SDBA maintains a “register of employees” known as the Child Protection Compliance System (“CPCS”), an electronic tracking system maintained by the SDBA.

CPCS lists all that are required Blue Cards or Exemption Cards.

Authorised staff can access CPCS.

Authorised staff must check CPCS before calling anyone to work with children and are advised of Queensland’s “No Card, No Start” policy.

SDBA staff are required to ensure that persons working with children have a current Blue Card or Exemption Card, or that they fall within the parent or guardian exemption which applies to any class or activity attended by one of their own children.

8 Strategies for Communication and Support.

The SDBA General Manager is tasked with overseeing compliance with child protection laws and to provide information and resources to SDBA participants to enable them to safeguard children in the SDBA operations.

The contact with Queensland authorities is Ric Wilmot tel. 07 3398 2790, e-mail: generalmanager@sdbal.com.au.

SDBA policies and procedures for safeguarding children are referenced or published on its website.

The SDBA provides the Code of Conduct to all participants and provides ongoing training. All staff and board members have access to legal advice through SDBA duly appointed Secretary who is able to provide guidance with every instance or allegation of child abuse. All persons associated with SDBA are encouraged to improve their knowledge and understanding of child protection issues by review of information or training offered by the SDBA and Queensland agencies.