



**CALOUNDRA PANTHERS AUSTRALIAN FOOTBALL CLUB
CHILD SAFETY & INTEGRITY HANDBOOK**

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1. PURPOSE

Caloundra Panthers Australian Football Club (“the Club”) is committed to providing a safe, inclusive and positive environment for all children and young people.

This handbook ensures the Club:

- Protects children from harm, abuse and exploitation
- Meets legal and sport-governance child safety requirements
- Complies with Queensland child safe laws
- Aligns with the National Integrity Framework
- Integrates AFL Queensland safeguarding expectations

The Club has **zero tolerance** for child abuse, grooming, bullying, harassment or any behaviour that places a child at risk.

2. SCOPE

This handbook applies to:

- All players under 18
- All coaches, officials and volunteers
- All committee members
- Parents, guardians and spectators during club activities

It covers:

- Training
- Matches and carnivals
- Online communication
- Social and fundraising events

The Club does not provide overnight travel or accommodation.

3. LEGISLATIVE & POLICY FRAMEWORK

The Club complies with:

Queensland Law

- Child Safe Organisations Act 2024
- Working with Children (Risk Management and Screening) Act 2000
- 10 Child Safe Standards
- Reportable Conduct Scheme (from July 2026)

National Integrity Framework

- Safeguarding Children & Young People Policy
- Member Protection Policy
- Complaints, Disputes & Discipline Policy

AFL Queensland Policies

- AFLQ Safeguarding Guidelines
- AFLQ Codes of Conduct

4. CHILD SAFE COMMITMENT

The Club commits to:

- Acting in the best interests of children
- Empowering children to speak up
- Providing inclusive environments
- Responding to concerns immediately
- Maintaining safe physical and online environments

5. CHILD SAFE STANDARDS IMPLEMENTATION

5.1 Leadership & Governance

- Child Safety Officer appointed
- Committee Child Safety Lead
- Child safety is a standing agenda item

5.2 Child Empowerment

- Children informed of rights and reporting options

5.3 Family Engagement

- Policies shared with parents

5.4 Inclusion

- Zero tolerance for discrimination

5.5 Reporting

- Clear internal and external pathways

5.6 Training

- Mandatory safeguarding training

5.7 Safe Environments

- Risk assessments
- Online safety controls

5.8 Continuous Improvement

- Annual review
- Review after incidents

5.9 Documentation

- Registers and records maintained

5.10 Cultural Safety

- Respect for Aboriginal and Torres Strait Islander children

6. ROLES & RESPONSIBILITIES

6.1 Management Committee – Child Safety Lead

- Oversees compliance
- Ensures Blue Card obligations
- Appoints CSO
- Escalates matters appropriately

6.2 Child Safety Officer (CSO)

- First point of contact
- Receives and documents concerns
- Guides reporting
- Promotes awareness
- Maintains records

6.3 Coaches & Volunteers

- Hold valid Blue Cards (where required)
- Maintain professional boundaries
- Follow Codes of Conduct
- Report concerns immediately

7. BLUE CARD REQUIREMENTS

The Club will:

- Ensure all required persons hold a current Blue Card
- Maintain a Blue Card Register
- Verify cards through Blue Card Services
- Prevent anyone from commencing duties without clearance
- Act immediately if a card is suspended or cancelled

8. REPORTING & ESCALATION

8.1 Internal Reporting

Concerns may be raised with:

- Child Safety Officer
- Club President

All concerns are confidential and taken seriously.

8.2 External Reporting

- Police (000 for emergencies)
- Sport Integrity Australia
- Relevant authorities

8.3 Reporting Flow

Concern → Immediate Danger? → Call 000 → Report to CSO → Assess Severity → Escalate if required → Record & Monitor

9. CODE OF CONDUCT

All players, parents, volunteers and officials must follow:

- Caloundra Panthers AFC Code of Conduct
- AFL Queensland Codes of Conduct

Professional boundaries must be maintained at all times.

10. BREACHES

Breaches may result in

:

- Suspension
- Removal from duties
- Referral to AFLQ or SIA
- Legal action

11. CHILD SAFETY OFFICER ROLE DESCRIPTION

Purpose:

Ensure a safe environment and compliance with child safety standards.

Responsibilities:

- Acts as the first point of contact for child safety concerns
- Receives and documents complaints
- Provides guidance on reporting pathways
- Promotes awareness and training
- Maintains records
- Liaises with stakeholders

12. POLICY REVIEW

This handbook will be:

- Reviewed annually
- Updated after incidents
- Re-endorsed by the Committee