



Child Safety and Wellbeing Policy

(Queensland Child Protection – QFCC Template Aligned)

Name of Organisation

Brisbane School Girls Rowing Association (BSRA)

Date of Commencement

01/04/2026

Date of Review

March 2027

1. Statement of Commitment to Child Safety and Wellbeing

(QCSS 1 – Child safety and wellbeing is embedded in organisational leadership, governance and culture)

BSRA is committed to the safety, wellbeing, and dignity of all children and young people involved in BSRA activities.

BSRA has **zero tolerance for child abuse, neglect, exploitation, or harm** in any form. We recognise that children have the right to feel safe, respected, and supported in all sporting environments, and that safeguarding children is a shared responsibility.

BSRA actively works to:

- Create and maintain child-safe sporting environments
- Promote the participation and empowerment of children
- Prevent harm before it occurs
- Respond promptly and appropriately to concerns
- Continuously improve our child safety practices

The safety and wellbeing of children is always prioritised over organisational, competitive, or reputational considerations.

2. Purpose

(QCSS 1 & 2)

The purpose of this policy is to:

- Outline BSRA's commitment to child safety and wellbeing
- Describe the principles and behaviours that support a child-safe culture
- Define roles and responsibilities in relation to child safety
- Provide clear guidance on preventing harm and responding to concerns

This policy supports compliance with the **Queensland Child Safe Standards** and the **National Principles for Child Safe Organisations**.

3. Scope

(QCSS 1)

This policy applies to:

- BSRA Board Members
- Rowing coordinators / convenors
- Officials, referees and umpires
- Volunteers and contractors
- Any person engaged by or representing BSRA

This policy applies to **all BSRA-sanctioned activities**, including regattas, activities, events, meetings, and associated travel.

This policy operates alongside, and does not replace the child protection obligations and policies of member schools.

4. Definitions

(QCSS 1)

- **Child / Young Person:** A person under 18 years of age
- **Child Abuse:** Any act or omission that causes harm or risk of harm to a child, including physical, sexual, emotional abuse or neglect
- **Harm:** Any detrimental effect of a significant nature on a child's physical, psychological, or emotional wellbeing

5. Legislative and Regulatory Context

(QCSS 1)

This policy aligns with:

- *Child Protection Act 1999 (Qld)*
- *Working with Children (Risk Management and Screening) Act 2000 (Qld)*
- *Queensland Child Safe Standards*
- *National Principles for Child Safe Organisations*

6. Child-Safe Culture and Inclusive Environments

(QCSS 2 & 4)

BSRA is committed to fostering a culture where children:

- Feel safe, supported, and respected
- Are treated fairly and with dignity
- Are encouraged to participate and speak up

BSRA recognises that some children may be at increased risk of harm and is committed to inclusive, respectful, and culturally safe environments for all participants.

All BSRA representatives must:

- Model respectful and professional behaviour

- Maintain appropriate boundaries at all times
 - Avoid behaviours that could be perceived as grooming or inappropriate
 - Act in the best interests of children
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7. Codes of Conduct and Behaviour Expectations

(QCSS 1 & 6)

BSRA maintains clear Codes of Conduct that:

- Set expectations for appropriate behaviour
- Define unacceptable conduct
- Promote safe, respectful interactions

All adults involved in BSRA activities are required to comply with relevant Codes of Conduct and competition guidelines.

8. Recruitment, Screening and Training

(QCSS 5)

BSRA is committed to ensuring that people engaged in its activities are suitable to work with children by:

- Requiring appropriate **Working with Children Checks (Blue Cards)** where applicable
 - Ensuring officials and volunteers are suitably trained, accredited, or experienced
 - Communicating child safety expectations clearly
 - Supporting ongoing awareness of child safety responsibilities
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9. Empowering and Engaging Children

(QCSS 3)

BSRA supports the empowerment of children by:

- Encouraging safe participation in sport

- Promoting fair play and respectful behaviour and participation
 - Ensuring adults listen to children's concerns
 - Supporting schools to educate students about their rights and help-seeking pathways
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10. Reporting and Responding to Child Safety Concerns

(QCSS 7 & 8)

10.1 Reporting Obligations

Any suspicion, disclosure, or belief that a child has been harmed or is at risk of harm must be taken seriously and acted upon immediately.

10.2 Reporting Pathways

Concerns must be reported:

- In accordance with the member school's child protection procedures
- To relevant authorities where required by law
- To the BSRA Executive Officer or Chair where the concern relates to BSRA activities or representatives

No person will be penalised for reporting concerns in good faith.

10.3 Immediate Risk

If a child is in immediate danger, emergency services must be contacted without delay.

11. Confidentiality and Information Sharing

(QCSS 8)

BSRA:

- Treats child safety information sensitively and confidentially
- Shares information only on a need-to-know basis
- Maintains appropriate records in accordance with privacy and legislative requirements

12. Roles and Responsibilities

(QCSS 1)

12.1 BSRA Board

The BSRA Board and its members are responsible for:

- Promoting a child-safe culture
- Endorsing and reviewing this policy
- Ensuring child safety is embedded in governance and decision-making

12.2 Member Schools

Member schools are responsible for:

- Supervising students during BSRA activities
- Implementing their own child protection policies
- Ensuring all coaches and supervising staff undergo child protection training
- Supporting reporting and response processes
- Ensuring all volunteers comply with legislative requirements

12.3 Officials, Volunteers, and Representatives

All representatives must:

- Comply with this policy and Codes of Conduct
- Maintain professional boundaries
- Report concerns promptly

13. Monitoring, Review and Continuous Improvement

(QCSS 9)

This policy will be:

- Reviewed regularly
- Updated in response to legislative or regulatory changes

- Informed by feedback, incidents, and best-practice guidance

BSRA is committed to continuous improvement in child safety and wellbeing.

14. Related Documents

(QCSS 10)

This policy should be read in conjunction with:

- BSRA [Statement of Conduct](#)
- BSRA [By Laws](#)
- BSRA General Competition Handbook
- BSRA Risk Management Framework
- BSRA Complaints Handling Policy
- BSRA Concussion Management Policy
- Rowing Queensland Policies
- Rowing Australia Policies

Member School Child Protection Policies

15. Approval

This Child Safety and Wellbeing Policy has been approved by the BSRA Board.

Approved by: _____

Position: _____

Date: _____