**Child Safety Action Plan**

 **Date Adopted**: 15 May 2025
 **Review Date**: 15 May 2027 or after serious incident/legislative change

**Standard 1: Culturally Safe Environments for Aboriginal Children**

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| **Goal** | **Strategies** | **Responsibility** | **Timeframe** |
| Promote cultural safety and inclusion | - Acknowledge Country at events- Build relationships with local Aboriginal organisations- Include Aboriginal voices in planning- Display Aboriginal artwork and flags at clubs | BFNL Board/Staff, Club Committees | Ongoing |

**Standard 2: Child Safety Embedded in Leadership, Governance and Culture**

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| **Goal** | **Strategies** | **Responsibility** | **Timeframe** |
| Child safety is a top priority in all decisions | - Include child safety in board agendas- Appoint League and club-level Child Safety Officers- Integrate child safety in strategic planning | BFNL Board/Staff, Club Presidents | Immediate and ongoing |

**Standard 3: Child and Family Involvement in Safety Policies**

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| **Goal** | **Strategies** | **Responsibility** | **Timeframe** |
| Include children and families in shaping safety | - Consult children in creating child-friendly policies- Offer parent forums and surveys- Distribute policies in child and family-friendly formats | Child Safety Officer, Clubs | By October 2025 |

**Standard 4: Equity, Inclusion and Diversity**

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| **Goal** | **Strategies** | **Responsibility** | **Timeframe** |
| Ensure inclusion of all children | - Provide inclusive participation pathways- Train staff in cultural awareness and disability inclusion- Ensure accessible facilities | Club Committees, BFNL Board/Staff | Mid 2025 and annually reviewed |

**Standard 5: Safe Recruitment and Supervision**

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| **Goal** | **Strategies** | **Responsibility** | **Timeframe** |
| Only safe adults work with children | - Require WWCC for all roles- Conduct interviews, referee checks- Induct all new staff/volunteers in child safety | BFNL Board/Staff | Immediate and continuous |

**Standard 6: Child Safety Education and Training**

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| **Goal** | **Strategies** | **Responsibility** | **Timeframe** |
| Staff and volunteers know obligations | - Run annual training on child safety, reporting, and grooming prevention- Provide online refresher courses- Keep attendance records | Child Safety Officer, League Office | Start June 2025, review annually |

**Standard 7: Children Empowered to Participate**

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| **Goal** | **Strategies** | **Responsibility** | **Timeframe** |
| Children are heard and feel safe | - Create a child-friendly version of safety policies- Display posters encouraging speaking up- Involve junior reps in safety discussions | BFNL Board/Staff, Clubs | By September 2025 |

**Standard 8: Safe Physical and Online Environments**

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| **Goal** | **Strategies** | **Responsibility** | **Timeframe** |
| All BFNL environments are safe | - Regular venue safety audits- Apply online safety rules (no 1:1 adult-child messaging)- Review livestream/comment moderation processes | BFNL Board/Staff | Audits twice yearly |

 **Standard 9: Continuous Improvement**

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| **Goal** | **Strategies** | **Responsibility** | **Timeframe** |
| Policies are reviewed and improved | - Review policies every 2 years or after incidents- Collect feedback from clubs and participants- Update training and processes as needed | BFNL Board/Staff, Child Safety Officer | Next review: May 2027 |

**Standard 10: Complaints and Concerns Are Taken Seriously**

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| **Goal** | **Strategies** | **Responsibility** | **Timeframe** |
| Clear and trusted complaint process | - Provide simple, confidential complaint pathways- Promote “no retaliation” culture- Record and action all concerns | Child Safety Officer, Club Contacts | Implemented and monitored quarterly |

**Standard 11: Policies and Procedures Support Safety**

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| **Goal** | **Strategies** | **Responsibility** | **Timeframe** |
| Clear documentation supports safety | - Publish Child Safety Policy, Code of Conduct, Mandatory Reporting Procedures- Ensure access on website and at clubs- Use checklists and reporting templates | BFNL Staff/Board, Clubs | Completed, updated as required |

**Monitoring & Reporting**

* **Annual review** of action plan progress by BFNL Board and Staff
* Include child safety performance in **club affiliation checks**
* Use club audits, surveys, and feedback tools to monitor success