**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