**Cultural Safety Action Plan**

**For Aboriginal and Torres Strait Islander Children, Families & Communities**

**May 2025 – May 2027**

**1. Leadership, Governance & Commitment**

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| **Objective** | **Actions** | **Timeline** | **Responsibility** |
| Demonstrate visible and meaningful commitment to cultural safety | - Develop and publicly share a Cultural Safety Commitment Statement- Include Acknowledgement of Country at all official BFNL events, matches, and meetings | 2025 (launch) and ongoing | BFNL Board Members/Staff, Club Presidents |
| Ensure Aboriginal voices are represented in decision-making | - Establish an Aboriginal Advisory Group or consult with local Traditional Owners- Seek input from Aboriginal organisations on policy and programs | Mid-2025 | BFNL Chairperson, Child Safety Officer |

**2. Culturally Safe Environments**

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| **Objective** | **Actions** | **Timeline** | **Responsibility** |
| Create inclusive, welcoming spaces for Aboriginal children and families | - Display Aboriginal and Torres Strait Islander flags and artwork at venues- Use Aboriginal language where appropriate (e.g., signage, uniforms, program names) | Start of 2026 season | Clubs, BFNL Manager |
| Celebrate Aboriginal culture and identity in community sport | - Acknowledge and promote NAIDOC Week and Reconciliation Week- Partner with local Aboriginal groups for cultural activities, Welcome to Country or smoking ceremonies | Annually | Clubs, BFNL Staff/Board |

**3. Cultural Awareness & Capability**

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| **Objective** | **Actions** | **Timeline** | **Responsibility** |
| Improve understanding of Aboriginal history, identity and rights | - Deliver annual cultural safety and awareness training for all staff, coaches, volunteers and committee members- Include cultural safety in induction processes | Ongoing (first round by Dec 2025) | BFNL Child Safety Officer, Club Committees |
| Strengthen skills to identify and respond to racism or cultural harm | - Establish clear processes for reporting and addressing racism or cultural insensitivity- Promote these procedures to children and families | End of 2025 | BFNL Manager, Club Child Safety Officers |

**4. Engagement & Partnerships**

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| **Objective** | **Actions** | **Timeline** | **Responsibility** |
| Build respectful, ongoing relationships with Aboriginal communities | - Formalise partnerships with local Aboriginal Community Controlled Organisations (ACCOs)- Invite Elders and community leaders to speak at club events | 2025 and ongoing | BFNL Board/Staff, Club Presidents |
| Include Aboriginal families in planning, feedback and child safety initiatives | - Seek feedback from Aboriginal families and players on their experiences- Involve Aboriginal parents/guardians in child safety discussions and consultations | Mid-2026 | Clubs, Child Safety Officer |

**5. Monitoring & Evaluation**

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| **Objective** | **Actions** | **Timeline** | **Responsibility** |
| Track and report on cultural safety progress | - Include cultural safety goals in BFNL strategic planning and annual reporting- Use surveys or feedback tools to assess cultural safety and inclusion | Annual Review (starting 2026) | BFNL Board and Staff |
| Commit to continuous improvement | - Regularly update this Action Plan with input from Aboriginal stakeholders- Adjust actions based on what works and where improvements are needed | Biannual Review | Child Safety Officer, Aboriginal Advisory Group |

**Supporting Principles**

* **Self-Determination:** Aboriginal people and communities guide decisions that impact them.
* **Cultural Rights:** Aboriginal children have the right to enjoy and express their culture safely.
* **Shared Accountability:** Everyone in the League has a role in creating culturally safe spaces.