**Child Safety Risky Management Plan**

**Adopted: 15 May 2025 | Review: Every 2 Years or Following a Serious Incident**

**Purpose:**

This plan outlines the Ballarat Football Netball League’s (BFNL) approach to identifying, preventing, and responding to risks of child abuse or harm. It applies across all football and netball programs, events, and digital environments affiliated with the BFNL, and aims to ensure the ongoing safety, wellbeing, and inclusion of all children and young people involved.

**Identified Risks & Preventative Actions**

**Inappropriate Physical Contact or Abuse:**

**Environment:** Changerooms, clubrooms, travel, training  
**Actions:**

* Enforce the BFNL Child Safety Code of Conduct for all adults.
* Ensure changerooms are supervised by at least two adults at all times.
* Prohibit one-on-one interactions between adults and children in private or non-visible settings (implement the ‘two-deep’ rule).
* Adhere to safe transport procedures for travel to and from events.
* Provide mandatory child safety training to all coaches, officials, and volunteers.

**Grooming or Emotional Manipulation:**

**Environment:** Training, social settings, direct messaging  
**Actions:**

* Prohibit private, one-on-one communication between adults and children via phone, email, or social media.
* Require communication to occur via parent-supervised or group messaging platforms.
* Deliver grooming awareness training to all BFNL personnel.
* Encourage children to speak up and report interactions that feel uncomfortable or inappropriate.

**Bullying, Harassment, or Peer Abuse:**

**Environment:** Games, training, social settings  
**Actions:**

* Implement a child-friendly and accessible complaints process.
* Promote a Respectful Behaviour Charter at all clubs.
* Monitor team dynamics and address signs of bullying or exclusion early.
* Provide access to wellbeing and mental health resources.

**Online Abuse or Inappropriate Contact:**

**Environment:** Social media, messaging apps, livestreams  
**Actions:**

* Develop and enforce a BFNL Online Safety and Social Media Policy.
* Monitor official club accounts and digital communication.
* Prohibit private messaging between adults and children.
* Encourage prompt reporting of any concerning online contact.
* Use secure, moderated platforms for virtual meetings and events.

**Lack of Supervision During Events**

**Environment:** Matches and training sessions   
**Actions:**

* Maintain appropriate adult-to-child supervision ratios.
* Require clubs to establish and communicate clear supervision rosters.
* Ensure all supervising adults hold a valid Working with Children Check (WWCC).
* Conduct venue safety inspections before each event.

**Cultural, Disability or Language-Based Exclusion**

**Environment:** Club activities, team selection, participation  
**Actions:**

* Implement inclusive practices for children with disabilities and those from Aboriginal, Torres Strait Islander, or culturally and linguistically diverse (CALD) backgrounds.
* Ensure facilities are accessible to all participants.
* Deliver cultural awareness and inclusion training for staff and volunteers.
* Engage families and cultural representatives in planning and decision-making

**Unsafe Facilities or Equipment:**

**Environment:** Club venues, courts, ovals  
**Actions:**

* Conduct pre-season safety inspections of all venues.
* Ensure regular maintenance and inspection of all equipment.
* Display clear hazard warnings and signage where needed.
* Promptly report and address any safety issues.

**Delayed or Poor Response to Concerns**

**Environment:** Reporting systems  
**Actions:**

* Promote a clear and confidential reporting process.
* Appoint trained Child Safety Officers at both League and club levels.
* Provide training on mandatory reporting and response obligations.
* Ensure timely review and resolution of all child safety reports.

**Monitoring & Review:**

* An annual child safety risk assessment will be conducted by the BFNL.
* Spot audits will be carried out at club level, including venue checks.
* Policies and practices will be reviewed following incidents or significant changes.
* Feedback from children, families, and stakeholders will inform continuous improvement.

**Accountability:**

* **BFNL Board and Staff:** Oversee implementation, compliance, and review of the plan.
* **Clubs:** Responsible for adopting and enforcing all risk control measures.
* **Child Safety Officer:** Coordinates training, incident response, and ongoing evaluation.
* **All Personnel:** Must remain alert to potential risks and report concerns immediately.