



## **Child and Youth Risk Management Strategy South Brisbane Federal Band**

### **1. Statement of Commitment**

The South Brisbane Federal Band is committed to the safety, wellbeing, and inclusion of all children and young people involved in our rehearsals, performances, competitions, camps, workshops, and community events.

We aim to provide a safe, supportive, respectful, and inclusive environment where children and young people are protected from harm and are encouraged to participate positively in music and banding activities.

### **2. Code of Conduct**

All committee members, volunteers, tutors, conductors, staff, and contractors must adhere to the South Brisbane Federal Band Code of Conduct when interacting with children and young people.

Key principles include:

- Treating children and young people with respect and dignity
- Maintaining appropriate professional boundaries
- Using appropriate and respectful language at all times
- Avoiding any form of physical punishment, bullying, harassment, or discrimination
- Ensuring interactions are appropriate, transparent, and accountable
- Reporting any concerns, suspicions, or breaches immediately

### **3. Recruitment, Selection, Training and Management**

The South Brisbane Federal Band is committed to child-safe recruitment and management practices.

This includes:

- Requiring all persons in child-related roles to hold a valid Blue Card or Exemption Card where required under Queensland legislation
- Ensuring volunteers involved in activities specifically aimed at children or young people are appropriately screened and registered
- Maintaining records of Blue Card details and expiry dates
- Providing information and guidance regarding child safety responsibilities
- Ensuring all conductors, tutors, committee members, and volunteers understand their obligations in relation to child protection



#### **4. Handling Disclosures or Suspicions of Harm**

The South Brisbane Federal Band has procedures for responding to disclosures or suspicions of harm involving a child or young person.

Procedures include:

- Reporting concerns immediately to a nominated Child Safety Contact Officer or Band Executive member
- Documenting all disclosures or incidents appropriately
- Escalating matters to relevant authorities where required, including Queensland Police Service or Child Safety Services
- Supporting the child or young person throughout the process
- Maintaining confidentiality wherever possible and appropriate

#### **5. Managing Breaches of the Strategy**

Any breach of this strategy or associated Codes of Conduct will be addressed promptly and appropriately.

Actions may include:

- Investigation by the Band Executive Committee
- Temporary suspension from duties or activities
- Disciplinary action where appropriate
- Reporting matters to external authorities if required
- Reviewing procedures and practices to reduce future risks

#### **6. Risk Management Plans for High-Risk Activities**

The South Brisbane Federal Band identifies and manages risks associated with activities involving children and young people, including:

- Camps and overnight trips
- Competitions and travel
- Workshops and tutorials
- Online rehearsals or communications
- Public performances and community events

Risk management measures may include:

- Appropriate supervision ratios
- Emergency procedures and contact information
- Parent/guardian consent forms
- Risk assessments for activities and venues
- Clear transport and accommodation arrangements



## **7. Compliance with the Blue Card System**

The South Brisbane Federal Band is committed to complying with Queensland Blue Card requirements by:

- Ensuring required personnel hold current Blue Cards or Exemption Cards
- Monitoring renewal and expiry dates
- Maintaining appropriate records of volunteers and personnel
- Ensuring compliance with Queensland child protection legislation and guidelines

## **8. Communication and Support**

The South Brisbane Federal Band promotes child safety and wellbeing through:

- Open communication with families, participants, and volunteers
- Providing avenues for feedback and reporting concerns
- Encouraging respectful and inclusive participation
- Promoting awareness of child safety responsibilities across the organisation

## **Implementation and Review**

- This strategy will be reviewed annually or following any significant incident or legislative change.
- Updates and amendments will be approved by the South Brisbane Federal Band Committee.
- Committee members, volunteers, and relevant personnel will be consulted during reviews.