



Child Safety and Protection Policy South Brisbane Federal Band

1. Purpose

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

This policy outlines our commitment to providing child-safe environments in accordance with Queensland legislation, the Queensland Child Safe Standards, and principles of inclusion, respect, and cultural safety.

2. Scope

This policy applies to committee members, conductors, tutors, volunteers, contractors, band members, parents and guardians, and any person acting on behalf of the South Brisbane Federal Band.

This policy applies to all activities involving children and young people under 18 years of age.

3. Legislative Framework

This policy aligns with:

- Child Safe Organisations Act 2024 (Qld)
- Working with Children (Risk Management and Screening) Act 2000 (Qld)
- Child Employment Act 2006 (Qld)
- Queensland Blue Card requirements
- Queensland Child Safe Standards
- United Nations Convention on the Rights of the Child (UNCRC)

4. Commitment to Child Safety

The South Brisbane Federal Band has zero tolerance for child abuse, harm, bullying, harassment, grooming, neglect, or exploitation.

We are committed to:

- Providing physically, emotionally, and culturally safe environments
- Treating all children and young people with dignity and respect
- Empowering children and young people to participate and have a voice
- Encouraging open communication with families and participants
- Responding promptly and appropriately to concerns or complaints



- Promoting inclusion regardless of gender, culture, ability, sexuality, religion, or background
- Upholding cultural safety for Aboriginal and Torres Strait Islander children and young people

5. Definitions of Harm and Abuse

Psychological Abuse:

Including bullying, intimidation, humiliation, threats, verbal abuse, exclusion, or exposure to family violence.

Physical Abuse:

Including hitting, pushing, slapping, shaking, inappropriate physical force, or causing injury.

Sexual Abuse:

Including grooming, inappropriate touching, sexual comments, exposing children to sexual material, or any sexual activity involving a child.

Grooming:

Behaviour intended to establish trust with a child or their family to facilitate abuse.

Misconduct:

Inappropriate conduct that may indicate unsafe behaviour, including inappropriate conversations, messages, or interactions.

Neglect or Lack of Appropriate Care:

Failing to provide adequate supervision, safety, medical care, support, or wellbeing.

6. Roles and Responsibilities

Band Committee:

Responsible for ensuring compliance with this policy, reviewing child safety practices annually, and supporting a child-safe culture.

Child Safety Officer:

Responsible for receiving and responding to concerns, supporting implementation of procedures, maintaining confidential records, and acting as a contact point.

Volunteers, Tutors and Conductors:

Must follow the Child Safe Code of Conduct, maintain appropriate boundaries, and report concerns immediately.

Parents and Guardians:

Encouraged to support child-safe practices and raise concerns where required.



7. Blue Card and Screening Requirements

The South Brisbane Federal Band complies with Queensland Blue Card requirements.

This includes:

- Executive Committee members holding valid Blue Cards or Exemption Cards where required
- Conductors, tutors, and volunteers in child-related roles holding current Blue Cards where required
- Maintaining records of Blue Card details and expiry dates
- Ensuring compliance with legislative requirements for child-related activities

8. Safe Environments

The South Brisbane Federal Band is committed to maintaining safe physical and online environments.

This includes:

- Appropriate supervision of children and young people
- Safe transport and accommodation arrangements
- Risk assessments for camps, travel, workshops, and events
- Appropriate online communication practices
- Clear behavioural expectations for all members
- Procedures for managing emergencies and incidents

9. Child Participation and Feedback

The South Brisbane Federal Band values the voices and participation of children and young people.

We will:

- Encourage respectful participation and inclusion
- Provide opportunities for feedback
- Ensure children know how to raise concerns
- Listen to concerns raised by children and families
- Take complaints seriously and respond appropriately

10. Reporting Concerns and Complaints

All concerns regarding child safety must be reported immediately to the Child Safety Officer or a Committee member.

The South Brisbane Federal Band will:

- Take all disclosures and complaints seriously
- Maintain confidentiality where appropriate



- Record and document concerns appropriately
- Report matters to Queensland Police or Child Safety Services where required
- Support affected individuals throughout the process
- Investigate breaches of this policy promptly and fairly

11. Code of Conduct

All committee members, volunteers, conductors, tutors, and personnel must comply with the South Brisbane Federal Band Child Safe Code of Conduct.

Personnel are expected to:

- Behave professionally and respectfully
- Use appropriate language and behaviour
- Maintain appropriate boundaries
- Avoid being alone with children where possible
- Promote inclusion and respect

Personnel must not:

- Engage in bullying, harassment, discrimination, or grooming
- Use physical punishment
- Communicate with children inappropriately
- Share inappropriate material or content
- Ignore or dismiss concerns regarding child safety

12. Accessibility and Inclusion

The South Brisbane Federal Band aims to ensure this policy is accessible and inclusive by:

- Making the policy available upon request
- Using clear and understandable language
- Supporting participants and families with additional needs
- Promoting inclusive participation for all children and young people

13. Supporting Documents

This policy is supported by:

- Child Safe Code of Conduct
- Youth Risk Management Strategy
- Incident Report Forms
- Risk Assessments
- Volunteer and Blue Card records

14. Implementation and Review

This policy will:

- Be reviewed annually or following any significant incident or legislative change



- Be approved by the South Brisbane Federal Band Committee
- Be communicated to members, volunteers, and families
- Be made publicly available where appropriate