



NORTHSIDE WIZARDS BASKETBALL

CHILD PROTECTION RISK MANAGEMENT STRATEGY

This Risk Management Strategy has been prepared by BMWBA Inc trading as Northside Wizards Basketball (“NWB”) to comply with the provisions of the Child Protection Act 1999 and the Working with Children (Risk Management and Screening) Act 2000 and Regulations 2011 and 2020.

1. Commitment to the Safety and Wellbeing of Children and Protection from Harm

NWB is committed to ensuring that all children participating in the NWB are treated with kindness, respect and understanding, and that they suffer no harm in connection with NWB activities.

NWB’s position is that abuse cannot be tolerated in any form.

NWB is an Incorporated Association that is non-for profit. It operates by a set of Model Rules registered with the Queensland Office of Fair Trading and has a Board of Directors.

The primary purpose of NWB is to provide an avenue for people of all ages and abilities to participate in the sport of basketball. NWB operates from various venues and courts to conduct its business. All stakeholders, employees and volunteers (“participants”) are encouraged to be alert and diligent and do all they can to protect children and others against abuse and neglect.

To that end, the NWB has adopted policies for safeguarding children published on its webpage.

NWB’s Code of Conduct for Child Safety is to:

- OBTAIN current specific working with children credentials before you start any work with children.
- TREAT all children with kindness and respect.
- PROTECT children from abuse, neglect, harassment and bullying.
- REPORT promptly to the General Manager or Board of NWB any actual or suspected physical, sexual or emotional abuse or neglect of a child. Report to government authorities as required by law.
- NEVER ignore any reports of abuse, neglect, harassment or bullying, especially if they come from a child.
- DO NOT touch any child in an abusive (sexual or physically violent) manner.
- DO NOT engage in inappropriate physical contact with a child, or assist children with personal matters they can do for themselves. Ask a parent or guardian to change their child’s nappies or take their child to the toilet.
- DO NOT treat a misbehaving child harshly— speak calmly; if needed, alert the child’s parents/guardian or leaders.
- DO NOT engage in inappropriate relationships with a child, and if you become aware of an inappropriate relationship developing between another adult and a child, bring it to the attention of the General Manager or Board of NWB.
- DO NOT publish on social media any photos of children without the consent of their parent or guardian. Do not communicate privately with a child online outside of normal NWB operations.

- NO person should have sexually suggestive, adult-themed or pornographic material of any kind in their possession when conducting NWB operations, and all members should protect children from such material.
- NO adult should swear or use profane, coarse, abusive or otherwise inappropriate language at any time, and all members should protect children from hearing such language and encourage them not to use it themselves.

NWB participants are encouraged to maintain a child safe culture by:

- a. Implementing NWB policies and procedures relating to preventing and responding to abuse, as set out in the Code of Conduct;
- b. Providing continual training in such policies and procedures;
- c. Causing all persons who work with children to obtain and maintain a Blue Card and to register it in the NWB's Child Protection Compliance System;
- d. NWB culture is organically inclined towards child safety. The majority of NWB organisations and programs are designed to help children flourish. Any instance of child abuse is treated as serious, subject to strict NWB discipline, and met with all legal duties to report child abuse to the state.

The NWB regimen consists of parents bringing their children to NWB for games and training weekly activities under the tutelage and supervision of adults. NWB does not engage in child-care or other custodial arrangements of children.

2. Code of Conduct

NWB has adopted the Code of Conduct for Child Safety, which is outlined above and published on its website. The staff of NWB are directed to implement the Code of Conduct for Child Safety.

3. Recruitment, Screening, Training and Management Procedures

NWB uses paid staff, contractors, hobbyists and volunteers to conduct its affairs. Only persons holding Blue Cards are entitled to work with Children. All NWB work with children is organised and directed by the General Manger and Head of Basketball and supervised by adults who include volunteers and parents, all of whom must comply Blue Card laws and that such is recorded in the NWB's Child Protection Compliance System (Strategy 7) and directed to read the Code of Conduct, prior to working with children. Annually NWB provides child safeguarding training as well as part of its induction of staff and coaches.

4. Policies and Procedures for Handling Disclosures/Suspicious of Harm - Reporting Guidelines

All persons are encouraged to be alert to any signs of child abuse. All person are encouraged to report any such abuse to the General Manager or the and to report abuse to state authorities.

5. Plan for Managing Breaches of the Risk Management Strategy

Participation in NWB activities may be paid or voluntary. NWB influences its participants by training and directing them to apply correct principles and appealing to their better natures through moral persuasion and the policies of NWB. NWB can punish breaches of its risk management strategy and appropriately disciplining wrongdoers through its Tribunal and workplace processes.

6. Risk Management Plans for High Risk Activities and Special Events

NWB activities are planned according to published NWB guidelines designed to safeguard children and protect them from physical harm or abuse.

7. Strategies and Procedures for Managing Blue Card System Compliance

NWB maintains a “register of employees” known as the Child Protection Compliance System (“CPCS”), an electronic tracking system maintained by the NWB. CPCS lists all that are required Blue Cards or Exemption Cards. Authorised staff can access CPCS. Authorised staff must check CPCS before calling anyone to work with children and are advised of Queensland’s “No Card, No Start” policy. NWB staff are required to ensure that persons working with children have a current Blue Card or Exemption Card, or that they fall within the parent or guardian exemption which applies to any class or activity attended by one of their own children.

8. Strategies for Communication and Support

The NWB General Manager is tasked with overseeing compliance with child protection laws and to provide information and resources to NWB participants to enable them to safeguard children in the NWB operations. The contact with Queensland Blue Cards is NWB Member Protection Office Michael Pitman ph 07 3065 9003, e-mail: asm@northsidewizards.com

NWB policies and procedures for safeguarding children are published on its website. The NWB provides the Code of Conduct to all who work with children and provides ongoing training. All staff and board members have access to legal advice through the NWB General Manager, who is able to provide guidance with any instance or allegation of child abuse.

All persons associated with NWB are encouraged to improve their knowledge and understanding of child protection issues by review of information or training offered by the relevant agencies.