

## 6.3. Child Safety and Wellbeing Policy

Version	Date reviewed	Date endorsed	Content reviewed/purpose
1		2 March 2010	“Child Protection Risk Management Plan” introduced
2	July 2021	8 Aug 2021	Re-written as “Child and Youth Risk Management Strategy” to comply with Queensland Blue Card organisation requirements
3	Jan 2024	Feb 2024	Updated to reflect OA’s adoption of National Integrity Framework and OA’s updated Operations Guide
4	Dec 2025	Dec 2025	Updated and expanded to reflect adoption of the Child Safe Standards ( <i>Child Safe Organisations Act 2024</i> ). Name changed to Child Safety and Wellbeing Policy

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#### 6.3.1. Statement of commitment

Orienteering Queensland provides outdoor activities for children and young people that combine physical activity with a mental challenge. Participation in orienteering develops young people’s decision-making skills, spatial awareness, connection with nature, resilience and sense of adventure.

As a constituent member of Orienteering Australia (OA), Orienteering Queensland (OQ) prioritises the safety and well-being of all children and young people of all backgrounds who participate in our sport or access our services. We support the rights of the child and will act at all times to ensure that a child-safe environment is maintained.

OQ has developed a Child Safety and Wellbeing Policy to foster a safe and supportive environment for children and young people by

- promoting a culture of awareness of the safety of children and young people;
- identifying potential risks of harm and implementing strategies to minimise this risk;
- adopting a zero tolerance approach to child abuse;

- communicating effectively with volunteers and employees to ensure that they understand their obligations;
- listening to and communicating effectively with young people and their families to ensure our policies and practices are fit for purpose.
- working to ensure orienteering represents a culturally safe environment for Aboriginal and Torres Strait Islander children.

The Strategy is supported by Orienteering Australia's [Safeguarding Children and Young People Policy](#), and applies to all members, participants, employees, contractors, volunteers and member clubs of Orienteering Queensland, with respect to any dealings relating to a person under 18 years arising from the involvement of either party in any capacity with orienteering.

As President of Orienteering Queensland, I am personally committed to ensuring that everyone associated with the organisation complies with the policy.

Juliana de Nooy  
President,  
Orienteering Queensland  
December 2025

Related policies		Reviewed	Notes
Orienteering Australia	<a href="#">Safeguarding Children and Young People Policy</a>	Sep 2023	
Orienteering Australia	<a href="#">Inclusion and Diversity Policy</a>	Oct 2023	

### 6.3.2. Implementation of Child Safe Standards

Orienteering Queensland is Implementing the 10 National Principles for Child Safe Organisations and associated Child Safe Standards in the following ways:

Standard 1 Leadership & Culture	1. Child safety and wellbeing is embedded in organisational leadership, governance and culture.
	OQ's leadership team model a strong commitment to child safety by: <ul style="list-style-type: none"> <li>• Publicly declaring its dedication to child safety on its website and in publications.</li> <li>• Implementing a Child Safety and Wellbeing Policy to identify and mitigate potential harm and risks proactively.</li> <li>• Developing policies and procedures that support a culture of child safety and wellbeing.</li> </ul>
Standard 2 Voice of Children	2. Children and young people are informed about their rights, participate in decisions affecting them and are taken seriously.
	OQ ensures that children and young people are empowered to participate in decisions affecting their lives by: <ul style="list-style-type: none"> <li>• Encouraging young people to share their views on events and activities</li> <li>• Incorporating their feedback into camp and coaching programs.</li> <li>• Providing child-friendly materials that educate children about their rights and safety.</li> <li>• Ensuring all team members have access to training on child-rights and safety.</li> </ul>
Standard 3 Family & Community	3. Families and communities are informed and involved in promoting child safety and wellbeing.
	OQ actively engages families and communities by:

	<ul style="list-style-type: none"> <li>• Sharing policies and procedures in accessible formats.</li> <li>• Inviting families to participate in decision making and planning of activities through the Junior Development Committee</li> <li>• Consulting families during the development of child-related policies and resources.</li> </ul>
Standard 4 Equity & Diversity	4. Equity is upheld and diverse needs respected in policy and practice.
	OQ fosters a welcoming and inclusive environment by: <ul style="list-style-type: none"> <li>• Implementing anti-discrimination and accessibility policies and practices that address diverse needs.</li> </ul>
Standard 5 People	5. People working with children and young people are suitable and supported to reflect child safety and wellbeing values in practice.
	To maintain high standards of child safety, OQ: <ul style="list-style-type: none"> <li>• Conducts rigorous pre-employment screening for team members, including Blue Card checks.</li> <li>• Provides induction training for team members.</li> <li>• Communicates processes and obligations for child safety.</li> </ul>
Standard 6 Complaints Management	6. Processes to respond to complaints and concerns are child focused.
	OQ maintains clear and accessible complaint mechanisms by: <ul style="list-style-type: none"> <li>• Establishing clear processes for reporting concerns.</li> <li>• Making resources available on how to report issues and how to handle complaints.</li> <li>• Ensuring staff and volunteers are aware of their mandatory reporting obligations.</li> </ul>
Standard 7 Knowledge & Skills	7. Staff and volunteers are equipped with the knowledge, skills and awareness to keep children and young people safe through ongoing education & training.
	OQ ensures its team is well-equipped to uphold child safety by: <ul style="list-style-type: none"> <li>• Providing team members with resources on child safety.</li> <li>• Providing annual child-safety training to team members who do not already receive such training in their workplace.</li> </ul>
Standard 8 Physical & Online Environment	8. Physical and online environments promote safety and wellbeing while minimising the opportunity for children and young people to be harmed.
	OQ minimises risks in all environments by: <ul style="list-style-type: none"> <li>• Conducting risk assessments for venues, events and digital platforms.</li> <li>• Enforcing strict child safe behaviour requirements, covering both physical and online behaviour.</li> </ul>
Standard 9 Continuous Improvement	9. Implementation of the national child safe principles is regularly reviewed and improved.
	OQ commits to continuous improvement by: <ul style="list-style-type: none"> <li>• Conducting annual reviews of its child safety policies with input from families, and stakeholders.</li> <li>• Analysing feedback and incidents to identify areas for enhancement.</li> </ul>
Standard 10 Policy & Procedures	10. Policies and procedures document how the organisation is safe for children and young people.
	OQ ensures its child safety documentation is accessible and comprehensive by: <ul style="list-style-type: none"> <li>• Sharing its policies publicly on the website</li> <li>• Sharing child-safety resources that can be understood by children and other-stakeholders.</li> </ul>

### 6.3.3. Code of Conduct

OQ subscribes to Orienteering Australia's **Safeguarding Children and Young People Policy**, which prioritises the safety and well-being of children and young people involved in our sport, and details acceptable and unacceptable behaviour. The Safeguarding Children and Young People Policy is complemented by the OA **Code of Conduct**. In addition, coaches must sign the ASC-OA Coach Code of Conduct – Orienteering in order to become accredited.

Related policies & resources		Reviewed	Notes
Orienteering Australia	<a href="#">Safeguarding Children and Young People Policy</a>	Sep 2023	Annexure B: Child/Young Person Safe Practices (pp.11-15)
Orienteering Australia	<a href="#">Code of Conduct</a>	Nov 2022	
Australian Sports Commission/ Orienteering Australia	ASC-OA <a href="#">Coach Code of Conduct – Orienteering</a>		

### 6.3.4. Recruitment, selection, training and managing staff and volunteers

OQ works to ensure that suitable and appropriate people are engaged to work with children, especially in coaching activities, and that information and training are provided to enhance the knowledge and skills of employees and volunteers and reduce exposure to risks.

#### 6.3.4.1. Recruitment and Screening

Recruitment and screening procedures are detailed in Appendices 2-5 of OA's Safeguarding Children and Young People Policy.

Working with Children Checks are conducted for employees and volunteers who work with children. All those who do not fall under one of the exemption categories listed by the Queensland Government must obtain a Blue Card.

Coaches must also obtain OA Coach Accreditation.

#### 6.3.4.2. Training and Management

Employees and volunteers who work with children are made aware and regularly reminded of the child safety policies and procedures they need to comply with, in particular the Child/Young Person Safe Practices and the procedures to be followed if there is a disclosure or suspicion of harm.

All employees and volunteers who work with children must complete Sport Integrity Australia's Safeguarding Children and Young People in Sport Induction. For coaches, this forms part of their accreditation requirements. Those who work with children regularly undertake refresher courses in child safety.

In addition, event organisers complete the OQ Event Safety Induction program regularly.

Related policies & resources		Reviewed	Notes
Orienteering Australia	<a href="#">Safeguarding Children and Young People Policy</a>	Sep 2023	--Recruitment procedures: Appendices 2-5 --Annexure A: Responding to Risk of Abuse & Harm to Children & Young People --Annexure B: Child/Young Person Safe Practices (pp.11-15)

Sport Integrity Australia	<a href="#">Safeguarding Children and Young People in Sport Induction</a>		
Orienteering Queensland	<a href="#">Event Safety Induction</a>	May 2023	
Orienteering Australia	<a href="#">Be a Coach</a>		

### 6.3.5. Handling of disclosures or suspicions of harm

#### 6.3.5.1. Definition of harm

Orienteering Queensland adopts the definitions of Orienteering Australia's [Safeguarding Children and Young People Policy](#) (see Section 2: Bullying, Child Abuse, Grooming, Harassment, Harmful Behaviour Towards a Child/Young Person, Prohibited Conduct, Victimisation).

#### 6.3.5.2. Responding to disclosures or suspicions of harm

If someone has knowledge or a reasonable suspicion that a child has suffered, is suffering, or is at risk of suffering, significant harm, they must report it as soon as possible, following the procedures outlined in Annexure A of OA's [Safeguarding Children and Young People Policy](#):

- If there is immediate danger, call 000 for medical and/or police assistance
- Report the risk of harm to the police and/or Queensland Child Safety Services
- Inform OA's National Integrity Manager

Related policies & resources			
Sport Integrity Australia	<a href="#">SIA Flow Chart Reporting &amp; Responding to a Breach</a>		
Queensland Government	<a href="#">Reporting Child Abuse</a> <a href="#">Child Safety Services</a>		
Orienteering Australia	<a href="#">Safeguarding Children and Young People Policy</a>	Sep 2023	Annexure A: Responding to Risk of Abuse & Harm to Children & Young People
Orienteering Australia	Child Safe Contact: National Integrity Manager		Andrew Shipton: <a href="mailto:integrity@orienteering.asn.au">integrity@orienteering.asn.au</a>
Australian Government - Australian Institute of Family Studies	<a href="#">Responding to children and young people's disclosures of abuse</a>		
Kids Helpline	<a href="https://kidshelpline.com.au/">https://kidshelpline.com.au/</a>		1800 551 800

### 6.3.6. Managing breaches

Employees, volunteers, members and participants involved in OQ activities must comply with OA's Safeguarding Children and Young People Policy. Breaches of the policy will be handled in accordance with OA's [Complaints Disputes and Discipline Policy](#), which is designed to ensure that allegations of Prohibited Conduct are managed through an effective, consistent and timely process, which is fair and transparent.:

- Breaches causing a risk of significant harm to a child or young person must be reported as in 4.2 above.
- For other breaches, a confidential Complaint or Report should be submitted either to Sport Integrity Australia or to the Integrity Manager of Orienteering Australia.

OQ's Member Protection Information Officer (MPIO) is available to offer advice in the event of a breach or suspected breach.

Related policies & resources			
Sport Integrity Australia	<a href="#">Make an Integrity Complaint or Report</a>		<a href="#">Online web form</a> 13 000 27232
Sport Integrity Australia	<a href="#">SIA Flow Chart Reporting &amp; Responding to a Breach</a>		
Orienteering Australia	<a href="#">Complaints Disputes and Discipline Policy</a>	Sep 2023	
Orienteering Australia	<a href="#">Integrity</a>		
Orienteering Australia	Child Safe Contact: National Integrity Manager		Andrew Shipton: <a href="mailto:integrity@orienteering.asn.au">integrity@orienteering.asn.au</a>
Orienteering Queensland	Member Protection Information Officer		<a href="mailto:memberprotection2@oq.asn.au">memberprotection2@oq.asn.au</a>

### 6.3.7. Compliance with the blue card system

Those in the following positions require a blue card:

1. members of the OQ Management Committee
2. executive committee members of orienteering clubs
3. Chair and Secretary of the Junior Development Committee
4. the Junior Development Officer
5. managers of the following squads: ultra-mini cyclones, mini-cyclones, junior cyclones, Qld Schools Team
6. all accredited coaches
7. anyone involved in coaching people under 18 years of age in orienteering, unless they fall into the exemption categories listed by the Queensland Government
8. volunteers at camps and events for under 18s, unless they fall into the exemption categories listed by the Queensland Government

The OQ Member Protection Information Officer and the OQ Administration Officer are jointly responsible for managing blue cards within OQ. They will:

- obtain lists of managers and coaches from the OQ Chair of Performance, the Junior Development Officer, and Camp coordinators to ensure that all of the above hold a blue card
- maintain a blue card register of staff and volunteers, using the Queensland Government Portal
- maintain confidentiality of all information in relation to blue card applications.

Related policies & resources			
Queensland Government	<a href="#">Blue Cards for working with children</a>		

### 6.3.8. High risk activities and special events

OQ provides templates for risk assessment and risk management for high-risk activities and special events primarily involving children and young people, such as:

- Queensland Schools Orienteering Championships
- Training camps for junior orienteers

OA's [Safeguarding Children and Young People Policy](#) includes risk minimization strategies for coaching activities, overnight stays and transport arrangements.

Related policies & resources		Last reviewed	
Orienteering Australia	<a href="#">Safeguarding Children and Young People Policy</a>	Sep 2023	
Orienteering Queensland	<a href="#">Risk Management Policy &amp; Plan</a>	Dec 2025	
Orienteering Queensland	Templates: - QSOC Risk Assessment - QSOC Risk Management Plan - Junior Camp Risk Management Plan - OQ Risk Management for Events - ASOC Tour Risk Management Plan	July 2022 July 2022 July 2025 Oct 2025 Feb 2026	

### 6.3.9. Communication and support strategies

#### 6.3.9.1. Communication Channels

OQ is committed to communicating the Strategy to all stakeholders including employees, contractors, officials, volunteers, children and young people, coaches, parents and guardians, through the following avenues:

- Direct communication with employees and volunteers working with children, providing them with information and training to assist them to:
  - understand how they are expected to behave towards children and young people and manage activities involving them
  - remain alert to the risk of child abuse
  - know how to respond to suspicions and disclosures of harm to children and young people
- Communication with junior orienteers and their families to ensure our policies meet their needs
- Prominent publication of Child Safeguarding information on the OQ website
- Regular reminders of Child Safeguarding information through the e-bulletin

#### 6.3.9.2. Annual Review

To ensure that this policy remains current and effective in identifying and minimising risks of harm to children, it will be reviewed annually. Procedures will also be reviewed after any incident where a child or young person or is at risk of harm or a breach of the Strategy is identified.