

Child & Youth Risk Management Strategy (CYRMS)

Organisation: Gold Coast Rugby League Referees Association

Date: 24/09/2025 Review Date: 24/09/2026

1. Statement of Commitment

Our organisation is committed to the safety and wellbeing of all children and young people who participate in our activities.

We will:

- Provide a safe and supportive environment.
- Actively prevent harm by identifying and managing risks.
- Take all allegations or concerns about child safety seriously and respond promptly and appropriately.
- Comply with all legislative obligations, including the Working with Children (Risk Management and Screening) Act 2000 (Qld).

2. Code of Conduct

All committee members, staff, volunteers, coaches, parents, and participants must:

- Treat children and young people with respect at all times.
- Listen to and value their ideas and opinions.
- Act as positive role models.
- Never use abusive, offensive, or discriminatory language.
- Avoid behaviour that could be misinterpreted (e.g. unnecessary physical contact, favouritism).
- Report any suspicions or allegations of harm immediately.

3. Recruiting, Selecting, Training, and Managing People

We will:

- Require all relevant personnel to hold a current Blue Card (or exemption) before commencing.
- Keep a Blue Card Register and regularly check card validity.
- Conduct reference checks for new volunteers and staff.
- Provide induction training that covers child protection, codes of conduct, and reporting procedures.
- Support and supervise volunteers and staff to ensure compliance with this strategy.

4. Handling Disclosures or Suspicions of Harm

We will:

- Act immediately if harm, abuse, or neglect is disclosed, suspected, or witnessed.
- Follow the Child Protection Reporting Procedure:
 1. Listen carefully and reassure the child.
 2. Record details as soon as possible (who, what, when, where).

3. Report concerns to the Member Protection Information Officer.
 4. Contact Police (000) if the child is in immediate danger.
 5. Notify relevant authorities (Child Safety Services, Blue Card Services if necessary).
- We will keep records of all reports confidentially.

5. Managing Breaches

A breach of this strategy, code of conduct, or other child-safety requirements will result in:

- Investigation by the Management Committee.
- Disciplinary action if necessary, including suspension or removal from position.
- Reporting to external authorities if the breach relates to harm or risk of harm.

6. Risk Management Plans

We will identify and minimise risks to children by:

- Conducting a risk assessment of all programs, events, and venues annually.
- Ensuring activities are supervised by appropriately trained adults.
- Maintaining safe ratios of adults to children.
- Having clear procedures for travel, overnight stays, and online communications.
- Ensuring first aid, emergency contacts, and incident procedures are in place.

7. Communication & Support

We will:

- Make this strategy easily accessible to members, volunteers, staff, and parents.
- Provide child safety training and updates as needed.
- Encourage children and parents to speak up about any concerns.
- Make information available about how to contact external support services (e.g. Kids Helpline, Police).

8. Strategy Review

This CYRMS will be reviewed annually by the Committee, or sooner if there are:

- Changes to legislation or Blue Card Services requirements.
- Incidents involving children.
- Significant changes to our programs or activities.