



Child and Youth Risk Management Strategy

2024-25 season

Review Date: July 2024

Brisbane Jets Swimming Club

CHILD AND YOUTH RISK MANAGEMENT STRATEGY

1. Statement of Commitment

Our organisation is committed to ensuring the safety and wellbeing of all children and young people and formally adopts Swimming Australia's [National Integrity Framework](#). The National Integrity Framework (NIF) is a set of rules that all members of our sport need to follow when it comes to their behaviour and conduct in swimming including obligations to report misconduct. These rules are outlined in the following policies:

1. [Safeguarding Children & Young People Policy](#)
2. [Member Protection Policy](#)
3. [Improper Use of Drugs and Medicine Policy](#)
4. [Competition Manipulation & Sports Gambling Policy](#)
5. [Complaints, Disputes & Discipline Policy \(CDDP\)](#)
6. [Code of Conduct](#)

Our members are required to comply with child safety policies, procedures and codes of conduct as outlined.

2. Code of Conduct

Our organisation has formally adopted [Swimming Australia's code of conduct](#).

The purpose of the code is to ensure all club members have a clear understanding of expected behaviour and that breaches of the code will result in disciplinary action.

The code of conduct outlined below must be followed by swimmers, parents, coaches and volunteers at Brisbane Jets.

The steps involved and guidance for Brisbane Jets on how to address complaints in relation to the code are outlined in the [Code of Conduct](#) and the [Complaints, Disputes and Discipline Policy](#). Members can report issues or complaints in writing to the [Brisbane Jets Secretary](#), including their contact information and signature.

Code of conduct

- Treat everyone involved in swimming in a considerate, objective and courteous manner with proper regard for their rights, dignity and worth.
- Be ethical, considerate, fair, courteous and honest.
- Be professional in, and accept responsibility for, your actions.
- Avoid any real or perceived conflicts of interest.
- Give all people equal opportunity to participate.
- Follow and encourage others to follow Swimming Australia's standards, rules, policies and procedures at all times.
- Operate within the rules and spirit of swimming, including the national and international guidelines that govern Swimming Australia.

- Report any concerns or breaches of this Code of Conduct & Discipline Policy or the National Integrity Framework through the appropriate channels and in a timely manner.
- Provide a safe environment for the conduct of activities in accordance with Swimming Australia's policy.
- Show concern, empathy and caution toward others.
- Be a positive role model to all and do not shame, humiliate, oppress, belittle, harass or degrade any person.
- Respect and protect confidential information at all times – particularly personal information of any member or child or young person or other sensitive issues or matters, whether regarding individuals or organisations.
- Maintain the required standard of accreditation and/or licensing of professional competencies, as applicable to your role(s).
- Ensure that any physical contact with others is appropriate to the situation, such as being necessary for the person's skill development.
- Ensure your actions or inaction do not bring or are not reasonably likely to bring the sport of swimming into disrepute.
- Provide a safe, welcoming and inclusive environment that places the health, welfare and wellbeing of participants above all else.
- Conduct yourself appropriately when using social networking.
- Adopt and maintain a responsible attitude towards the consumption of tobacco products and alcohol.

Social networking code of conduct

- All Participants must conduct themselves appropriately when using social networking in relation to sharing information or content. This includes but is not limited to using social networking as an electronic means of engaging with others through private messaging (e.g., What's App, Twitter, Instagram, Facebook and other electronic messaging forums).
- When using social networking sites (or others) to share information or content related to Swimming, any postings, blogs, status updates and tweets (or similar) must not contain material which, in the reasonable opinion of Swimming Australia or Brisbane Jets:
 - is or has the potential to be offensive, aggressive, defamatory, threatening, discriminatory, obscene, profane, harassing, embarrassing, intimidating, sexually explicit, bullying, hateful, racist, sexist or otherwise inappropriate;
 - is inaccurate, misleading or fraudulent;
 - is in breach of the National Integrity Framework;
 - is in breach of laws, court orders, undertakings or contracts
 - breaches the privacy or confidentiality of others;
 - brings or is likely to bring Swimming Australia, a member association, a club, a member, themselves or swimming into disrepute; or
 - has the potential to, or does, derogate from or negatively affect the image, goodwill, name or reputation of Swimming Australian, its member associations, clubs and members of swimming.

3. Recruitment, selection, training and management

Our organisation adopts Swimming Australia's [Recruitment, Screening and Training Recommendations](#) (Appendix 2: Safeguarding children and young people policy) for selecting and recruiting paid employees.

Our organisation will ensure that any paid/contracted employees have undergone a Working with Children Check and hold a valid Blue Card. Parents/guardians are responsible for their swimmers under the age of 14 years at swim meets and club nights, not the committee or coaches. Parents can make their own arrangements to ensure their swimmers have a responsible adult if they can't attend an event.

Swimmers aged 14 and over must conduct themselves in line with the [Brisbane Jets Code of conduct](#) at all times when representing the club. Parents of older swimmers take responsibility for their swimmer and their behaviour even when they aren't in attendance with them.

4. Handling disclosures or suspicions of harm, including reporting guidelines

Our organisation adopts Swimming Australia's [Complaints, Disputes and Discipline Policy](#).

The steps involved and guidance for our organisation on how to address complaints are outlined in the [Complaints, Disputes and Discipline Policy](#).

All suspicions or disclosures of harm should be immediately reported in writing to the [Brisbane Jets Secretary](#). Our committee will report the matter directly to Swimming Australia if required as well as to Queensland Police.

Should the information suggest that an employee, volunteer, or parent of Brisbane Jets Swimming Club is putting a child at risk, our committee will immediately take action to ensure that all parties are safe while the matter is being investigated. Actions taken by the club will follow the guidance provided in Swimming Australia's [National Integrity Framework](#), and if it is a criminal offense the police will be informed.

The committee will seek guidance from the relevant Queensland Government department and/or Queensland Police if required.

5. Managing breaches of this risk management strategy

Our organisation will manage breaches of this risk management strategy as outlined in the [Complaints, Disputes and Discipline Policy](#).

6. Risk management plans for high-risk activities and special events

Our organisation does not regularly hold high-risk activities and as outlined above parents/carers remain responsible for caring for their children at swim meets and club nights.

There is a Risk Management Plan in place for Brisbane Jets Club Nights which is available on our website and displayed in the gym at Langlands Park Memorial Pool.

Activities where the club takes responsibility for children participating in an event, the participation will be formalized through permission forms and a risk management strategy developed for the specific event.

Any Brisbane Jets trips or transporting of swimmers where parents/guardians are not involved will be conducted in line with Swimming Australia's [Safeguarding Children & Young People Policy](#).

7. Policies and procedures for managing compliance with the Blue Card system

Our organisation will meet the requirements of the Blue Card system by:

- having a Child and Youth Risk Management Strategy in place,
- conducting annual reviews of the Child and Youth Risk Management Strategy and documenting this review,
- having procedures in place for compliance with Blue Card screening requirements for employees and volunteers, which includes:
 - identification of who requires a Blue Card or Exemption Card – paid staff only (currently nil);
 - nomination of a contact person within the club for Blue Card Services – Club Secretary;
 - support regular volunteers in obtaining a Blue Card where they engage directly with swimmers at events and their own swimmer/s may not be present on some occasions;
 - following the Blue Card processes, such as managing new Blue Card applications; managing existing blue card holders; managing changes in police information; managing high-risk individuals.

8. Strategies for communication and support

Our organisation will make available this Child and Youth Risk Management Strategy to members via our website and via email communication after each yearly review.

A copy of this document will also be displayed in the gym at Langlands Park Memorial pool. Our committee will also remind members about this strategy and its key points throughout the season as necessary.

Members of our committee will be briefed on this strategy at a committee meeting to ensure that they fully understand how to address these requirements and deal with breaches. All committee members are encouraged to undertake the [free online course](#) available.

Should staff/volunteers need support dealing with issues which may arise from implementing this strategy, our committee will ensure support such as mediation, counselling or any other support deemed necessary by the committee are provided.