HERVEY BAY SURF LIFESAVING CLUB
STATEMENT OF COMMITMENT TO CHILD SAFETY

Document Control and Approval	
Approved by HBSLSC Board on	17 August 2026
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Version	1.0
Related documents	Child Safe Policy; Child Safe Code of Conduct; Child Safe Risk Management Plan; Complaints Reporting Policy

1. PURPOSE

1.1 Hervey Bay Surf Lifesaving Club (HBSLSC) is committed to providing a safe, inclusive and supportive environment for all children and young people (CYP) who participate in Club programs, activities and services.

1.2 This Statement of Commitment sets out HBSLSC's child safety expectations and supports the Club's Child Safe Policy, Child Safe Code of Conduct, reporting processes and related resources.

1.3 This Statement is written for children and young people, parents, carers, families, volunteers, staff, members and the wider Club community.

1.4 This Statement supports a child safe culture and reflects the National Principles for Child Safe Organisations, the Queensland Child Safe Standards, the Universal Principle and relevant requirements under the Child Safe Organisations Act 2024 (Qld).

2. SCOPE

This Statement applies to everyone involved in HBSLSC activities, including Board members, executives, staff, volunteers, members, participants, families, visitors, contractors and anyone involved in Club programs, activities or services.

3. OUR COMMITMENT

3.1 HBSLSC has zero tolerance for harm, abuse, neglect, grooming, misconduct or exploitation of CYP.

3.2 The Club will protect the safety, wellbeing, rights and voice of every CYP in its care. HBSLSC will make this commitment clear to volunteers, staff, members, CYP, parents, carers, families and the wider community.

Equity, Inclusion and Participation

3.3 The Club supports all CYP to take part in surf lifesaving safely, fairly and with respect. HBSLSC pays particular attention to CYP who may need extra support, including:

- Aboriginal and/or Torres Strait Islander CYP;
- CYP from culturally and linguistically diverse backgrounds;
- CYP with disability;
- CYP living in out of home care; and
- CYP with diverse genders and/or sexualities

3.4 HBSLSC recognises the rights of lesbian, gay, bisexual, transgender and intersex CYP to be safe, respected and included in surf lifesaving.

3.5 Consistent with Queensland's Universal Principle, HBSLSC will uphold the right of Aboriginal and Torres Strait Islander CYP to cultural safety. This means supporting environments where they feel welcome, respected, valued, included and connected to culture, family, community and Country.

3.6 HBSLSC builds a child safe culture by supporting CYP, families, communities, staff and volunteers to understand and practise child safety.

3.7 To that end, the Club will:

- provide a safe, inclusive and supportive environment;
- ensure CYP are protected from harmful conduct, including abuse, neglect and grooming;
- empower CYP to speak up about behaviour that is unsafe, inappropriate or unacceptable;
- ensure CYP know who to approach if they feel unsafe or have child safety concerns;
- provide age- and ability-appropriate information about expected behaviour and reporting options;
- establish a reporting framework so reports are:
  - easy for anyone in the Club to make;
  - handled promptly and fairly;
  - recorded appropriately; and
  - referred to relevant authorities when needed.
- support CYP who report, disclose or may have experienced concerning conduct, including abuse, neglect or grooming.

4. KEEPING CYP SAFE

The safety of children and young people is central to HBSLSC's culture and to everything the Club does.

4.1 Prohibit Misconduct and Promote Safe Conduct:

- Strictly prohibit any form of misconduct or abuse against children.
- Promote, enforce and regularly review Codes of Conduct, especially for Junior Activities and Youth Sport roles.

4.2 Screen, Select, and Support the Right People:

- Screen and select all individuals who work or volunteer with children and young people.
- Ensure that all staff and volunteers are suitably supported and understand their child safety responsibilities.

4.3 Educate and Equip Our People:

- Educate everyone involved in the Club about what it means to be a child safe organisation, including how to prevent, identify and respond to child safety concerns.
- Provide regular training and resources on child abuse prevention, child protection and safe practice.
- Support ongoing learning so staff and volunteers stay informed and capable.

4.4 Create Inclusive and Safe Environments:

- Uphold equity and respect the diverse needs of all children in policies and practices.
- Actively manage physical and online environments to minimise risks to children and young people.

4.5 Empower Children and Involve Families:

- Encourage CYP to take part, be heard, give feedback and raise concerns about matters that affect them.
- Ensure CYP know who to approach if they feel unsafe or have child safety concerns.
- Actively involve families and communities in promoting child safety and wellbeing.

4.6 Strengthen Leadership and Governance

- Embed child safety into organisational leadership, governance frameworks and culture.
- Make decisions with child safety and the wellbeing of young members in mind.

4.7 Maintain Clear Procedures and Continuous Improvement:

- Ensure everyone involved in the Club knows how to respond appropriately to complaints, allegations, disclosures and breaches of the Child Safe Code of Conduct.
- Provide clear and accessible ways to raise concerns or complaints without fear of reprisal.
- Welcome feedback to continuously improve child safe policies, procedures and practices.
- Regularly review and improve policies, procedures and practices to keep children and young people safe.

5. ACCESS TO POLICIES AND RESOURCES

5.1 HBSLSC's Child Safe Policy, Child Safe Code of Conduct, Statement of Commitment, Complaints Resolution Policy, reporting processes and related resources are available to CYP, families, volunteers, staff, members and the public. The Statement is available on the Club website and displayed at the Club premises at 447 Charlton Esplanade, Torquay, Queensland.

6. RESPONSIBILITIES

6.1 Everyone in the Club, including Board members, executives, staff and volunteers, is responsible for helping to create and maintain a child safe culture.

6.2 Everyone at HBSLSC must act to keep CYP safe from harm. This includes following Club policies, behaving appropriately and reporting concerning behaviour or a reasonable belief of abuse or neglect to a Person in Position of Authority and/or to external child protection authorities or Police where required.

6.3 Everyone covered by this Statement must place the safety and welfare of CYP first.

Board Responsibilities

6.4 The Board will provide leadership, oversight and resources to support the effective implementation of this Statement and the Club's Child Safe Policy by:

- promoting this Statement and the expectations it sets for child safety;
- reviewing the Child Safe Policy and related procedures at least once a year, or sooner if laws, regulations, Club learning or identified risks change;
- monitoring compliance with child safe policies, procedures and Codes of Conduct;
- allocating appropriate resources to support child safe practice, training, reporting and response processes;
- supporting open discussion, accountability and continuous improvement in child safety and member welfare;
- promoting the rights, participation and empowerment of CYP in ways that are appropriate to their age, ability and circumstances;
- ensuring volunteers and staff understand their obligations under this Statement, the Child Safe Policy and related procedures;
- ensuring appropriate support is available for volunteers, staff and CYP involved in a child safety concern, report or response process; and
- supporting recruitment, screening and induction practices for roles involving contact with CYP.

Volunteer and Staff Responsibilities

6.5 It is the responsibility of volunteers and staff to:

- Understand and follow this Statement, the Child Safe Policy, the Child Safe Code of Conduct and related child safe resources.
- Complete required induction, training, recruitment and screening processes for roles involving contact with CYP.
- Seek guidance from a supervisor, manager or appropriate Club officer if any child safety expectation is unclear.
- Take action to protect CYP from all forms of abuse, bullying and exploitation.
- Assist in creating and maintaining a child safe culture of inclusion, safety and respect.

7. RECRUITMENT, SCREENING, INDUCTION AND TRAINING

7.1 HBSLSC uses child safe recruitment and screening processes to minimise the likelihood of appointing or accrediting people who are unsuitable to work or volunteer with CYP.

7.2 These processes include Queensland Working with Children Check / blue card requirements, exemption card requirements where they apply, and other screening checks required for the role. Required personnel must hold and maintain a valid blue card or exemption card before and during child-related work, unless a lawful exemption applies.

7.3 HBSLSC provides volunteers and staff with induction, training and ongoing information about the Club's child safety commitments, expected behaviours and reporting processes.

8. CHILD, FAMILY AND COMMUNITY PARTICIPATION

8.1 HBSLSC involves and communicates with CYP, parents, carers, families and communities to support a safe, inclusive and supportive environment.

8.2 The Club provides information to CYP and their carers, such as brochures, posters, handbooks or guidelines, about:

- its commitment to keeping CYP safe and communicating their rights;
- the behaviour expected of Surf Life Saving volunteers, staff and CYP; and
- its policy about responding to child abuse.

8.3 The Club encourages two-way communication, seeks feedback and responds to concerns and suggestions about child safety.

9. REPORTING CONCERNS

9.1 HBSLSC takes all breaches of this Statement seriously. Any failure to follow child safety policies, Codes of Conduct or expectations will be managed through a fair and confidential process. This may include internal investigation, disciplinary action or referral to external authorities where needed.

9.2 All volunteers and staff must understand their reporting responsibilities and must:

- immediately report abuse or neglect of CYP, or any concerning practice or behaviour toward them;
- meet any mandatory or other legal reporting requirements;
- follow the Club's reporting process.

9.3 Reports will be handled promptly, fairly, confidentially and without reprisal. The Club reviews breaches to improve child safe practice and respects the privacy of everyone involved.

9.4 Where the Queensland Reportable Conduct Scheme applies to HBSLSC, allegations

reportable conduct involving staff, volunteers or other relevant personnel will be notified, assessed, investigated and managed in line with Queensland requirements.

9.5 Depending on the concern, HBSLSC may report or refer matters to the Queensland Police Service, Child Safety, the Queensland Family and Child Commission, Blue Card Services, Surf Life Saving Queensland, Surf Life Saving Australia or another relevant authority.

9.6 Volunteers and staff can access the Complaints Resolution Policy and the Club's online reporting and complaints process.

9.7 The Club records child safety allegations, disclosures and concerns, and monitors how they are managed.

10. REVIEW AND CONTINUOUS IMPROVEMENT

10.1 The Club regularly improves its policies, procedures and practices to keep CYP safe from harm, abuse and neglect.

10.2 Responsibility for maintaining and improving child safe policies and procedures is assigned to the Member Protection Information Officer.

10.3 The Club monitors volunteers, staff and external providers to make sure child safe practices, behaviours and policies are followed.

10.4 HBSLSC requires volunteers and staff to disclose convictions, charges or other matters that may affect their suitability to work with CYP. The Club also reviews blue card and exemption card compliance.

10.5 HBSLSC reviews its service delivery to identify, document and manage potential risks to CYP. The Club undertakes formal reviews at least annually to identify and address risks associated with its programs, activities and services.

10.6 Reviews will consider changes to Queensland child safety laws, blue card requirements, the Queensland Child Safe Standards, the Universal Principle, the Reportable Conduct Scheme, Surf Life Saving requirements, Club learning, feedback, incidents and identified risks.

NEXT REVIEW DATE

By 1 September 2027

Signed: .....

Ron Thomas
President

Date: 16.9.26