



Brisbane Lions Football Club

Safeguarding Children and Young People Policy

Version 2
March 2026

1. Policy statement

The Brisbane Lions Football Club (**Club**) and its associated entities are committed to providing a safe and protective environment for Children and Young People. This *Safeguarding Children and Young People Policy* (**Policy**) aims to determine these protections and how we will deliver them to those involved with our Club – including the Brisbane Lions Academy, community and school programs and Club events. This Policy is also designed to assist our People understand what their responsibilities are in relation to safeguarding Children and Young People.

The Club is committed to implementing and maintaining practices consistent with the Queensland Child Safe Standards and national principles for Child Safe Organisations. The Club recognises that safeguarding Children and Young People is a shared responsibility and requires proactive measures to prevent harm, promote wellbeing and respond appropriately to concerns.

2. Purpose

This Policy outlines how the Club will deliver on its commitments to safeguarding Children and Young People involved in Club activities, programs, services and facilities.

This Policy also sets out the behaviours required of Club People towards and in the presence of Children and Young People.

Club People are required to abide by the standards set out in this Policy (including complying with appropriate measures to address risks) and report any behaviours that do not comply with it.

The purpose of this Policy is to:

- provide a clear statement to all Club People that the Club has zero tolerance for Child Abuse and Harm;
- safeguard Children and Young People against different forms of Child Abuse and Harm;
- work towards an organisational culture of Child safety and wellbeing within the Club;
- ensure that all Club People are aware of their responsibilities for identifying possible Child Abuse and Harm and for establishing controls and procedures for reducing the likelihood of such Abuse and / or detecting such Abuse when it occurs;
- provide guidance to Club People as to action that should be taken where they suspect any Child Abuse or Harm within or outside of the Club;
- provide assurance that all suspected Child Abuse and Harm will be reported and investigated as appropriate; and
- support compliance with the Queensland Child Safe Standards and applicable child protection legislation.

Failure by Club People to comply with this Policy may result in disciplinary action. Such disciplinary action may, depending on the seriousness of the misconduct, include suspension while matters are investigated and / or dismissal. In addition to any internal disciplinary proceedings, the Club will report to the police all instances in which a breach of the law has, or may have, occurred.

There may be exceptional situations where this Policy does not apply, for example, in an emergency situation. However, it is crucial that, where possible, Club People seek authorisation from their manager or supervisor, prior to taking action that contravenes this Policy or advise their manager or supervisor as soon as possible after any incident in which this Policy has not been followed.

3. Supporting documents

This Policy should be read in conjunction with the Club's *Safeguarding Children and Young People Framework* which also includes:

- *Brisbane Lions Football Club Safeguarding Children and Young People Statement of Commitment;*
- *Brisbane Lions Football Club Safeguarding Children and Young People Code of Conduct; and*
- *Brisbane Lions Safeguarding Children and Young People Complaints and Reporting Procedure.*

These documents (**Supporting Documents**) are available on the Club website.

4. Scope

This Policy applies to all Club People, including:

- employees;
- permanent, casual and fixed-term appointments of the Club (including at Lions@springwood); and
- all directly engaged volunteers and contractors / consultants who are engaged to provide services to the Club that involves an interaction with Children or Young People.

5. Club commitment to safeguarding Children and Young People

The Club is committed to promoting and protecting the safety and wellbeing of Children and Young People in its care who access Club activities, programs, services or facilities. These services or activities may include training in the Brisbane Lions Academy, attending a school or community program run by the Club or attending other match day events with the Club.

In the event a concern or allegation is raised in relation to Child Abuse or other inappropriate behaviour towards a Child or Young Person that has occurred while a Child or Young Person is under the Club's care, the Club will ensure it is treated seriously, in a culturally sensitive manner and fully investigated in accordance with this Policy, the Supporting Documents, any other related policies or procedures and relevant legislation.

5.1 Child Safety Governance

The Club will maintain governance arrangements that prioritise Child safety and wellbeing.

This includes:

- appointing one or more **Designated Child Safety Officers** responsible for receiving and managing Child safety concerns;
- oversight by the Club's Board and Integrity and Risk Committee of Child safeguarding systems;
- regular reporting to leadership on safeguarding risks, incidents and improvements;
- ensuring policies and procedures remain consistent with legislative requirements and Child Safe Standards.

6. Employees understanding their behavioural requirements

The Club is committed to ensuring that all Club People involved in the delivery of programs, activities and services to Children and Young People understand their role and the behaviour required of them in relation to this Policy.

All Club People will be provided with a copy of this Policy and the Supporting Documents, including the *Brisbane Lions Safeguarding Children and Young People Code of Conduct*.

The Club will support education and training to ensure safeguarding information is provided regularly. It is the responsibility of all Club People to understand their specific responsibilities in relation to Safeguarding Children and Young People.

The Club requires Club People to disclose convictions or charges affecting their suitability to engage with Children and Young People and reviews 'Working With Children Checks' periodically.

All Club People share responsibility for promoting a culture that prioritises the safety, participation and empowerment of Children and Young People.

Club People must:

- comply with this Policy and associated procedures;
- actively promote Child safety;
- identify and report concerns;
- cooperate with investigations; and
- complete mandatory safeguarding training

7. Recruitment and pre-employment screening

The Club is committed to implementing recruitment and screening practices for all appointments of Club People that support the safeguarding of Children and Young People from Child Abuse and Harm.

All recruitment and screening practices must minimise the likelihood that the Club will recruit a person who is unsuitable to work or volunteer with Children or Young People.

Club recruitment practices ensure:

- clear position descriptions are provided that state relevant safeguarding requirements;
- this Policy and the commitments described in it are communicated to potential applicants for positions;
- face-to face interviews (or via videoconference platforms) are held, which include safeguarding-related questions;
- relevant reference checks are undertaken for all potential employees and volunteer appointments;

- relevant screening checks (specific to the role) are undertaken, which may include identity, criminal history and qualification checks (including Working with Children / Blue Card checks and police background checks);
- 'Blue Card' validity is checked and linked to the Club organisational Blue Card account;
- relevant state legislated Working with Children accreditation is checked; and
- following engagement, that Club People review and acknowledge their understanding of this Policy and participate in an induction program, which will provide them with further information about the Club's commitment to safeguarding Children and Young People.

The Club requires all Club People to successfully obtain, maintain and evidence for the duration of their employment or other engagement, a valid Working with Children Check and / or a satisfactory police background check.

The Club may at any time request satisfactory evidence of either or both of a Working with Children Check or a satisfactory police background check. If an individual is unable to or does not obtain a Working with Children Check or satisfactory police background check, or for whatever reason is unable to maintain a Working with Children Check or current satisfactory police background check at any time, the Club may take action up to and including the termination of their employment or engagement.

The Club requires Club People to disclose convictions or charges affecting their suitability to engage with Children and Young People to the Club People and Culture Department and reviews police checks and Working with Children Checks on a regular, ongoing basis.

8. External stakeholders

When working with external stakeholders (including but not limited to guests, members and family members) the Club will communicate this Policy and ensure similar requirements where relevant are applied. The Club reserves its right to review the attendance of any external stakeholder at a Club event, activity or programme.

9. Children, Young People and their parents / guardians

The Club is committed to educating Children and Young People and their parents/guardians about self-protection and empowerment, ensuring information and resources are accessible to them.

The Club will keep a record of the education delivered by it and of the participants and will provide a regular update on same to the Integrity and Risk Committee.

The Club is committed to providing information to Children, so they know their rights and how to speak up to raise concerns at the Club.

Children and Young People will be provided with safe, accessible and age-appropriate opportunities to express their views about matters that affect them within Club programs. Their views will be taken seriously and considered in the development and improvement of safeguarding practices.

10. Child safe practices and requirements

This Policy addresses the major areas where interaction occurs with the Children and Young People who take part in any Club activities, programs, services or facilities. This Policy also imposes an obligation on our Club People who organise such activities, programs, services or facilities to identify where risks to safeguarding of Children and Young People may arise and adopt control measures to properly manage those risks.

10.1. Sexual misconduct

Under no circumstances is any form of 'sexual behaviour' to occur with, or in the presence of, Children or Young People participating in any Club activities, programs, services or facilities. Engaging in sexual behaviour, either by any Club Person involved in

the delivery of such activities, programs, services or facilities, or persons participating in such activities (whether they be Children or Young People or older), is prohibited, even if the Young Person/s involved may be above the legal age of consent.

‘Sexual behaviour’ needs to be interpreted widely, and encompasses all actions that would reasonably be considered sexual in nature, including but not limited to:

- ‘contact behaviour’, such as sexual intercourse, kissing, fondling, sexual penetration or exploiting a Child through prostitution; and
- ‘non-contact behaviour’, such as flirting, sexual innuendo, inappropriate text messaging, inappropriate photography or exposure to pornography or nudity.

10.2. Grooming

Although Children and Young People can be vulnerable to all types of Abuse in sport, the sporting sector needs to be particularly aware of the potential for Grooming Children and Young People in and around sporting activities. Grooming includes behaviours used to prepare a Child or Young Person with the intention of sexually abusing them. Some common Grooming strategies described in past sporting abuse cases (as reported to the Royal Commission into Institutional Responses to Child Sexual Abuse) include:

- coaching relationships – perpetrators can exploit their power and authority over Children and Young People through the private and exclusive coach or instructor relationship;
- inappropriate activity and adult material – many survivors of Child Sexual Abuse in sport and recreation settings report that alcohol and other enticements were used by perpetrators as a form of Grooming;
- erosion of interpersonal boundaries – coaches can shift the interpersonal boundaries from the acceptable, for example, legitimate touching to correct a technique, to the inappropriate;
- targeting vulnerability – research indicates that young athletes who are experiencing difficulties in their home life can be particular targets for perpetrators. Many survivors describe family conflict, Domestic and Family Violence or family breakup at the time of the Abuse.

Perpetrators will seek to build a trusting relationship with a Child, Young Person and / or their family and / or act to isolate the Child or Young Person to abuse them.

Grooming in online environments has become more prevalent in recent years with the increase in online communication. Online Grooming can occur quickly with Children or Young People being persuaded to participate in sexual activity on webcams or exchanging sexual images (nudes).

All Club People are strictly prohibited from engaging in any conduct that may reasonably be considered to be of the nature of Grooming or in any way exploitative of the power imbalance that may exist in relationships with Children and Young People

10.3. Peer-to-peer Abuse

The Club acknowledges that Child Abuse or Harm can occur through peer-to-peer interactions and may include behaviours ranging from harassment and Bullying to sexual contact. If a Club Person becomes aware of or witnesses any peer-to-peer Abuse (for example, Bullying, harassment, physical fights) they should act to stop it immediately. If the behaviour persists, Club People must take steps to protect the abused Child or Young Person. Parents and carers should be contacted and informed about any peer-to-peer Abuse and how it will be managed.

All identified or suspected peer-to-peer Abuse that may be of criminal nature must be reported to a Designated Child Safety Officer and the Police.

10.4. *Positive guidance*

The Club strives to ensure that Children and Young People participating in any Club activities, programs, services or facilities are aware of the acceptable limits of their behaviour so that it can provide a positive experience for all participants.

Wherever possible, Children and Young People are encouraged to 'have a say' and participate in all relevant activities and decision making in relation to those activities, especially on issues that are important to them. Children and Young People are to be given access to relevant information to assist them in their involvement.

However, there are times when Club People may be required to use appropriate techniques and behaviour management strategies, to discourage, prevent or discipline particular behaviour, to ensure:

- an effective and positive environment; and
- the safety and/or wellbeing of Children and Young People or other Club People.

All Club People are required to use behaviour management strategies that are fair, respectful and appropriate to the developmental stage of the Children or Young People involved. The Child or Young Person needs to be provided with clear directions and given an opportunity to redirect any misbehaviour in a positive manner.

Under no circumstances are Club People to take disciplinary action involving physical punishment or any form of treatment that could reasonably be considered as degrading, cruel, frightening or humiliating.

10.5. *Promoting equity and diversity*

All Club People must ensure that their approach and interactions with Children and Young People are sensitive, respectful and inclusive of all backgrounds and abilities. In particular:

- promote the cultural safety, participation and empowerment of indigenous (Aboriginal and Torres Strait Islander) Children and Young People (for example, by never questioning an indigenous Child's self-identification);
- promote the cultural safety, participation and empowerment of Children and Young People with culturally and/or linguistically diverse backgrounds or religions (for example, by having a zero tolerance of discrimination and allowing Children and Young People to wear uniforms and clothing that is in accordance with their religion or culture);
- promote the safety, participation and empowerment of LGBTQIA+ children for example, by never questioning a Child's self-identification);
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- promote the safety, participation and empowerment of Children and Young People with a disability (for example, during personal care activities).

The Club acknowledges the importance of cultural safety for Aboriginal and Torres Strait Islander Children and Young People and is committed to ensuring their identity, culture and connection to community are respected and supported.

10.6. *Adhering to professional role boundaries*

Interactions between Club People and Children and Young People should be limited to interactions directly associated with the Club activities, programs, services or facilities and Club People should not act outside the confines of their duties (as specified in their position description, the activity description or similar documents formulated in advance).

Without express authorisation from a nominated Club manager or person in authority, all Club People **should not**:

- provide unauthorised transportation, for example, giving Children or Young People lifts in their car to an activity without consent from a parent or guardian (see section 10.16 below);
- engage in activities with Children or Young People who are participants in or members of our programs or Club, outside Club activities, programs or services;
- provide support to a Child or Young Person, or their family, unrelated to Club activities, programs or services (for example, tutoring or financial support);
- seek contact with Children or Young People (or former participants) outside Club programs, activities or services, including through social media;
- where there is no existing social, personal or family relationship prior to engaging in Club programs, activities or services, accept an invitation to attend any private social function at the request of a Child or Young Person who has participated, or is participating, in any Club program, activity or service – or at the request of their family (for example, graduation ceremony);
- develop any ‘special’ relationships with Children or Young People that could be seen as favouritism, such as the offering of gifts, special treatment or singling specific Children or Young People out, or being secretive with relationships; or
- engage in open discussions of a mature or adult nature with or in the presence of Children or Young People.

Any Club Person that becomes aware of a situation in which a Child or Young Person requires assistance that is beyond the confines of that Person’s role, or beyond the scope of usual services, should at the earliest opportunity;

- contact the Child or Young Person’s parent or guardian to discuss, and / or
- seek advice from their nominated manager or person in authority.

10.7. *Use of language and tone of voice*

Club People should use language and tone of voice in the presence of Children and Young People that:

- provides clear direction, boosts their confidence and encourages and affirms them;
- is not harmful to Children or Young People;
- does not include language that is:
 - discriminatory, racist or sexist;
 - derogatory, belittling or negative, for example, by calling a Child a ‘loser’ or telling them they are ‘too fat’;
 - intended to threaten or frighten; or
 - profane or sexual in nature.

10.8. Supervision

Club People are responsible for supervising Children and Young People participating in a Club program, activity or service to ensure those participants;

- engage positively with the program or activity;
- behave appropriately toward one another; and
- are in a safe environment and are protected from external threats.

Club People are required to avoid one-to-one unsupervised situations with Children and Young People participating in a Club program, activity or service or at a venue related to a Club program, activity or service, and to the extent possible, conduct all activities and / or discussions with Children or Young People in view of other adults.

It is recommended that supervision or engagement of Children and Young People by Club People is never conducted behind closed doors.

10.9. Use of electronic and online communications

Where possible, all email, text messages and other forms of messages sent to a Child or Young Person should be copied to their parent or guardian. Where a parent is not included in a communication between a Club Person and a Child or Young Person, the Person must:

- restrict such communication to issues directly associated with delivering the program, activity or service, such as advising that a scheduled event is cancelled;
- limit the personal or social content in such communication to what is required to convey the service related message in a polite, friendly manner. In particular, the communication must not contain anything that a reasonable observer could view as being of a suggestive or sexual nature;
- not request (or accept a request) to be 'friends', 'follow' or communicate with Children or Young People using a personal social media account including, but not limited to, Facebook, Instagram, Twitter, Snapchat, internet chat rooms or similar forums, game sites or instant messaging;
- not use such communication to promote unauthorised 'social' activity or to arrange unauthorised contact; and
- not request a Child or Young Person to keep a communication a secret from their parent or guardian, nor keep the communication a secret from the employees nominated manager or person in authority.

All Club People are required to adhere to the Club's Social Media Policy.

Club People are required to report to management if they become aware of any Children or Young People who may have been placed at risk of Abuse or exploitation via social networking sites, gaming sites or through web searches, or inappropriate email communication.

Club People must ensure that digital platforms used for communication with Children and Young People are approved by the Club and monitored where possible. Private messaging platforms should not be used unless authorised for program delivery.

10.10. Photographs, filming or livestreaming of Children or Young People

Subject to any applicable terms of entry of a venue, under this Policy:

- Children and Young People are to be photographed or filmed while involved in a Club program, activity or service only if:

- written consent is obtained from the Child's or Young Person's parent or guardian;
- the context is directly related to participation in the program, activity or service;
- the Child or Young Person is appropriately dressed and posed; and
- the image is taken in the presence of other Club People.
- If a Child or Young Person does not wish to be photographed or filmed or a Child's or Young Person's parent or guardian has not provided permission for the Child or Young Person to be photographed or filmed, the Child or Young Person is not to be singled out or made to feel purposely excluded.
- Images are not to be distributed (including as an attachment to an email) to anyone other than the Child or Young Person photographed without the Club management's knowledge and approval and the consent of the Child or Young Person's parent or guardian.
- Photographs and films are not to be taken in the presence of or whilst Children or Young People are getting dressed.
- Images are to be stored in a manner that prevents unauthorised access.

Club People are required to adhere to the Club's [Privacy Policy](#).

10.11. *Giving gifts*

Club People may only give a gift to a Child or Young Person engaged in a Club program, activity or service when:

- the Club Person's supervisor or manager has provided their consent being satisfied that the giving of the gift is appropriate and proportionate in the circumstances; and
- parents / guardians are made aware of any gift given.

10.12. *Physical contact with Children and Young People*

Any physical contact with Children and Young People must be appropriate to the delivery of the program, activity or service, such as assisting with skill learning, and based on the needs of the Child or Young Person.

Under no circumstances should any Club Person have contact with Children or Young People participating in our program or activity that:

- involves touching of:
 - genitals;
 - buttocks; or
 - the breast area,

other than as part of delivering medical or allied health services by a medical professional (in an emergency situation where a Child or Young Person may not be able to consent) or in the process of administering first aid (however, where possible, consent should always be sought before making physical contact);
- would appear to a reasonable observer to have a sexual connotation;
- is intended to cause pain or distress to the Child or Young Person (e.g. physical punishment);
- is overly physical (e.g. wrestling, horseplay, tickling or other roughhousing);

- is unnecessary (e.g. assisting with toileting when a Child does not require assistance);
- is initiated against the wishes of the Child or Young Person, except if such contact may be necessary to prevent injury to the Child or Young Person or to others, in which case
 - physical restraint should be a last resort;
 - the level of force used must be appropriate to the specific circumstances, and aimed solely at restraining the Child or Young Person to prevent Harm to themselves or others; and
 - the incident must be reported to Club management and the Child or Young Person's parent or guardian as soon as possible.

All Club People are required to report to Club management as soon as possible any physical contact initiated by a Child or Young Person (whether directed to another Child or Young Person, to a Club Person or any other person) that is sexual and / or inappropriate, for example, acts of physical aggression, to enable the situation to be managed in the interests of the safety of the Child or Young Person, Club People and any other participants.

10.13. *Overnight stays and sleeping arrangements*

Overnight stays are to occur only within or part of a formal program, activity or service. Written authorisation of the parent or carer of each Child and Young Person involved must be obtained including medical forms.

Practices and behaviour by all Club People during an overnight stay with Children and Young People must be consistent with the practices and behaviour expected during delivery of Club programs, activities or services at all other times.

Standards of conduct that must be observed by Club People during an overnight stay include:

- minimum of two adults on any overnight stay with Children or Young People present. If an exemption is required, written permission from the Person's relevant manager and each parent or carer must be obtained in advance;
- providing Children and Young People with privacy when bathing, using the bathroom and dressing;
- observing appropriate dress standards when Children and Young People are present (e.g. no exposure to adult nudity);
- not allowing Children or Young People to be exposed to pornographic material (e.g. through movies, television, the internet or magazines);
- not leaving Children or Young People under the supervision or protection of peers or unauthorised persons such as hotel staff;
- not allowing sleeping arrangements that may compromise the safety of Children or Young People such as unsupervised sleeping arrangements, or an adult sleeping in the same bed as a Child or Young Person;
- the exercisable right of Children or Young People to contact their parents, carers or others if they feel unsafe, uncomfortable or distressed during the stay; and
- ensuring an appropriate gender balance of adult supervisors is present if male and female Children or Young People are participating in the overnight stay (e.g.

female supervisors available if female Children or Young People are involved and vice versa).

10.14. *Change room arrangements*

Club People may be required to supervise Children and Young People in change rooms while balancing that requirement with a Child or Young Person's right to privacy. In addition:

- Club People should avoid one-to-one situations with a Child or Young Person in a change room area;
- Club People should avoid being present in a change room area with a Child or Young Person of the opposite sex whilst they are changing;
- Club People are not permitted to use the change room area to undress or dress, while Children and Young People are present;
- Club People need to ensure adequate supervision in 'public' change rooms when they are used, providing the level of supervision required for preventing Abuse by members of the public, adult users, or general misbehaviour, while also respecting a Child's or Young Person's privacy; and
- phones, cameras and recording devices are not to be used in changing rooms and in particular whilst Children and Young People are getting dressed.

10.15. *Use, possession or supply of alcohol or drugs*

Whilst supervising Children or Young People, Club People must not:

- use, possess or be under the influence of an illegal drug;
- use or be under the influence of alcohol;
- be incapacitated by any other legal drug such as prescription or over-the-counter drugs; or
- supply alcohol or drugs (including tobacco) to Children or Young People.

Use of legal drugs, other than alcohol, is permitted, provided such use does not interfere with the Club Person's ability to care for Children and Young People involved in the sport.

10.16. *Transporting Children and Young People*

We acknowledge that from time to time there are valid reasons for transporting Children and Young People. Children and Young People are to be transported only:

- in circumstances that are directly related to the delivery of a Club program, activity or service;
- with prior authorisation from management and from the Child or Young Person's parent or guardian; and
- by a designated adult that has a full driver's license and insurance.

It is recommended the Child or Young Person being transported sits in the back seat of the car and expected timelines of travel are to be communicated to that Child or Young Person, the parent or guardian and management.

10.17. *Drop off / pick up of Children and Young People*

The Club acknowledges that parents and carers may not always be present during the delivery of programs or services. Where parents or carers drop off and pick up Children and Young People, Club People must:

- ensure Children, Young People and their parent or carer know the start/finish times and location of the activity;
- have an accessible register of parent or carer emergency contact numbers and always have access to a phone;
- ensure they are aware of any alternative pick up arrangements for Children and Young People and that the parent or carer has provided written or direct verbal consent;
- where an alternative pick up arrangement has been made, that Club People request photo identification to confirm identity of person to pick up the Child or Young Person;
- wait until the last Child or Young Person is collected before they leave;
- when a parent or carer is running late, ask the second to last Child or Young Person and their parent or carer (or another coach or Club member) to wait also to avoid being left alone; and
- contact police if a parent, carer or other family member cannot be reached.

10.18. Uniform

Club People should always wear their uniform (where uniform has been provided) or use any Club or AFL accreditation, pass or badge while involved in delivering a service associated with the Club or as required by the Club, such as when representing the Club at designated functions.

11. Risk management

The Club will prioritise the safety of Children and Young People in its overall risk management approach.

A Club risk assessment must be undertaken in advance of the provision of any Club activities, programs or services. When these involve Children or Young People the arranging manager must ensure there is a specific assessment completed regarding the risk to Children or Young People.

The risk assessment must identify potential risks to the safety of Children and Young People and the proposed control measures to be adopted to manage those risks. Training will be provided to the relevant People in relation to the preparation of risk assessments.

For ongoing training, activities, programs and services, an approved risk assessment may be used on the recurrence of such activities, programs and services so long as it is periodically reviewed at least annually or more frequently when any substantive change occurs.

12. Reporting obligations

If a Child or Young Person is at imminent risk of Harm or in immediate danger, all Club People are required to report the situation directly to the Police - CALL '000' (within Australia).

Club People are required to immediately report:

- any instance of any Club Person breaching this Policy or the Safeguarding Children and Young People Code of Conduct; and
- any instances, allegations or disclosures of Child Abuse or other inappropriate conduct such as Grooming or Bullying that they become aware of, or any concerns that they develop in relation to these matters (whether by a source internal or external to the Club, including a family member or guardian of the Child).

Reports must be submitted in accordance with the *Brisbane Lions Safeguarding Children and Young People Complaints and Reporting Procedure*.

The Club will ensure that any person who raises a concern in good faith is protected from victimisation or retaliation.

Concerns may be raised confidentially and will be handled in a manner that protects the safety, privacy and wellbeing of Children and Young People.

13. Investigating

If an appropriate Child protection service, the police, the AFL Integrity & Security Department or the Club investigate a report made on the AFL's online reporting platform or to them directly, or commence an investigation or inquiry in connection with the Club's Safeguarding Children and Young People Framework or other policies, all Club People must co-operate fully with the investigation.

The Club may stand down any Club Person subject to an inquiry, investigation, or charge in connection with the Club's Safeguarding Children and Young People Framework or other policies, from participation or involvement in Club activities, programs, services and facilities involving Children and Young People.

This power shall only be exercisable where in the opinion of the Club CEO or Ethics and Integrity Committee there is a reasonable suspicion that a breach of the Framework may have occurred and the exercise of the power would be a reasonable response.

14. Record keeping

Good record management plays an important role in safeguarding Children and Young People by assisting the Club to identify causes for concern at an early stage and to monitor and manage safeguarding issues in a timely and thorough manner when they arise. The management of accurate and up to date records also plays an important role in the continuous review and improvement of the Club's safeguarding policies and practices.

The Club will designate an employee who will:

- retain records of reports of Child Abuse and complaints about Child safety;
- in maintaining records of reports about Child safety, maintain confidentiality and privacy for Children, Young People and their families in accordance with legislation; and
- will appropriately note identified risks to Child safety through the record keeping process and will incorporate those into its risk register.

15. Privacy

Protecting personal information is fundamental to the Club. The Club will comply with all privacy laws (including the [Privacy Act 1988 \(Cth\)](#) and the [Australian Privacy Principles](#)) in handling any personal information as required by this Policy. All personal information collected or recorded by the Club in relation to the safety of Children and Young People will be treated seriously and the Club will respect the privacy of the individuals involved.

On occasion, to support the safety and wellbeing of Children and Young People, the Club may share information both internally between Club programs and / or with relevant external bodies. Any information shared will be done so in a confidential manner and in accordance with applicable data protection legislation and the Club's [Privacy Policy](#).

16. Communication and Education

The Club communicates this Policy to all Club People. The Club involves Club People in reviews of this

Policy and communicates any significant alterations of this Policy to Club People. All Club People will be required to undertake safeguarding training as part of the onboarding process with the Club and Club People who work directly with Children and Young People will be required to undertake regular safeguarding training to refresh their knowledge on safety and wellbeing matters.

This Policy will be made publicly available on the Club website and provided in formats that are accessible to Children, Young People, families and community members.

17. Continuous Improvement and Review

The Club will regularly review and evaluate the effectiveness of its safeguarding framework to ensure continuous improvement.

Reviews will:

- occur at least every two years or earlier where legislative or operational changes occur;
- consider feedback from Children, Young People, parents and Club People;
- incorporate lessons learned from incidents, complaints or near misses; and
- be reported to the Integrity and Risk Committee.

18. Monitoring and Review

The Club monitors the compliance of Club People and its external providers with this Policy and the Supporting Documents. The Club reviews policies, procedures, practices and incident data in relation to safeguarding Children and Young People from Child Abuse and Harm on an ongoing basis.

The Club involves relevant stakeholders in reviews of this Policy and communicates any significant alterations of this Policy to Club People. The Club undertakes reviews at least annually to identify and document potential risks to Children or Young People associated with the delivery of our activities, program, services and facilities. The Club has a procedure to undertake annual reviews of this Policy, as part of our ongoing compliance with safeguarding requirements, although reviews and alterations may occur more frequently due to legislative changes, organisational changes, incident outcomes and other matters deemed appropriate by the Club Executive.

19. Club designated Child Safety Officers

1. Brisbane Lions Academy Manager
2. Brisbane Lions AFLW Player Wellbeing Manager
3. Brisbane Lions, GM People and Culture
4. Brisbane Lions Indigenous Player Manager

Current contact details for each of these individuals can be obtained by contacting the Club at:

Telephone: (07) 3335 1777

Email: club@lions.com.au

All reports are dealt with in accordance with the *Brisbane Lions Safeguarding Children and Young People Complaints and Reporting Procedure*.

** If the report is about a Child Safety Officer, please report to the Chief Executive Officer.*

20. Definitions

Abuse or Child Abuse	Abuse is an intentional or unintentional act by a parent, caregiver, other adult or older adolescent that endangers a Child or Young Person's physical or emotional health or development. Abuse can be a single incident, but usually takes place over time. Abuse can happen in several different ways, and can be Physical, Emotional or Psychological and/or Sexual Abuse. Abuse can also encompass Neglect and harassing behaviour, such as Bullying.
Bullying	Bullying involves the inappropriate use of power by one or more persons over another less powerful person and is generally an act that is repeated over time. Bullying has been described by researchers as taking many forms which are often interrelated, and may include: • verbal (name calling, put downs, threats); • physical (hitting, punching, kicking, scratching, tripping, spitting); • social (ignoring, excluding, ostracising, alienating); or • psychological (spreading rumours, stalking, dirty looks, hiding or damaging possessions).
Child Abuse	Refer definition of Abuse above.
Children and Young People	A person under the age of eighteen years. Child or Young Person shall mean a single person falling within the definition of Children and Young People.
Domestic and Family Violence	Domestic and Family Violence occurs when Children and Young People are forced to live with violence between people in their home. It is harmful to Children and Young People. It can include witnessing violence or the consequences of violence. Family Violence is defined as violence between members of a family, or extended family, or those fulfilling the role of family in a Child or Young Person's life. Exposure to Domestic and Family Violence places Children and Young People at increased risk of physical and mental injury and Harm and has a significant impact on their emotional and psychological wellbeing and development. Domestic and Family Violence can also include; • overhearing violence; • intervening on behalf of a parent or sibling or helping care for a hurt or distressed family member; • experiencing the aftermath of violence; • observing injuries / property damage; • being present when 000 is phoned; or • being asked not to tell anyone of the above.
Emotional or Psychological Abuse	Emotional or Psychological Abuse occurs when a Child or Young Person does not receive the love, affection or attention they need for

	healthy emotional, psychological and social development. Such Abuse may involve repeated rejection or threats to a Child or Young Person. Constant criticism, teasing, ignoring, threatening, yelling, scapegoating, denial of Abuse, victim blaming, ridicule and rejection or continual coldness are all examples of Emotional Abuse. These behaviours continue to an extent that results in significant damage to the Child's or Young Person's physical, intellectual or emotional wellbeing and development.
Grooming	Grooming is a term used to describe what happens when a perpetrator of Abuse builds a relationship with a Child or Young Person, with a view to abusing them. There is no set pattern in relation to the Grooming of Children or Young People. For some perpetrators, there will be a lengthy period of time before the Abuse begins. The Child or Young Person may be given special attention, or gifts / alcohol / drugs, and what starts as an apparently normal display of affection, such as cuddling, can develop into sexual touching or masturbation and then into more serious sexual behaviour. Other perpetrators may draw a Child or Young Person in and abuse them relatively quickly. Some abusers do not groom Children or Young People but abuse them without forming a relationship at all. Grooming can take place in any setting where a relationship is formed, such as leisure, music, sports and religious activities, in internet chatrooms, in social media or by other technological channels.
Harm	Harm to a Child or Young Person is any detrimental effect of a significant nature on the Child's or Young Person's physical, psychological or emotional wellbeing. It is immaterial how the Harm is caused. Harm can be caused by: • Emotional or Physiological Abuse, • Physical Abuse or Neglect; • Sexual Abuse; • a single act, omission or circumstance; or • a series or combination of acts, omissions or circumstances.
Neglect	Neglect is the persistent failure or deliberate denial to provide a Child or Young Person with the basic necessities of life. Such Neglect includes the failure to provide adequate food, clothing, shelter, adequate supervision, clean water, medical and dental attention or supervision to the extent that the Child's or Young Person's health and development is, or is likely to be, significantly harmed. Categories of Neglect include physical Neglect, medical Neglect, abandonment or desertion, emotional Neglect and educational Neglect. The issue of Neglect must be considered within the context of resources reasonably available.
People or Person(s) (or Club People or Persons)	The following persons associated with the Club: • all employees; • all permanent, casual and fixed-term appointments of the Club (including at LIONS@springwood); and • all directly engaged volunteers and contractors / consultants

	who are engaged to provide services to the Club that involves an interaction with Children or Young People.
Physical Abuse	Physical Abuse occurs when a person subjects a Child or Young Person to non-accidental physically aggressive acts. The abuser may inflict an injury intentionally or inadvertently as a result of physical punishment or the aggressive treatment of a Child or Young Person. Physically abusive behaviour includes (but is not limited to) shoving, hitting, slapping, shaking, throwing, punching, biting, burning, excessive and physically harmful over-training and kicking. It also includes giving Children and Young People harmful substances such as drugs, alcohol or poison. Certain types of punishment, whilst not causing injury, can also be considered Physical Abuse if they place a Child or Young Person at risk of being hurt.
Sexual Abuse	Sexual Abuse occurs when an adult or a person of authority or trust (e.g. older) involves a Child or Young Person in any sexual activity. Perpetrators of Sexual Abuse take advantage of their power, authority or position over the Child or Young Person for their own benefit. It can include making sexual comments to a Child or Young Person, engaging Children or Young People to participate in sexual conversations over the internet or on social media, kissing, touching a Child's or Young Person's genitals or breasts, oral sex or intercourse with a Child or Young Person. Encouraging a Child or Young Person to view pornographic magazines, websites and videos, engaging a Child or Young Person in sexual conversations over the internet and Sexual Exploitation are also considered forms of Sexual Abuse.
Sexual Exploitation	Sexual Exploitation occurs when a Child or Young Person is forced into sexual activities that are then recorded in some way and/or used to produce pornography. Such pornography can be in the form of actual photos or videos or published on the internet. Exploitation can also involve a Child or Young Person who are forced into prostitution.

21. Legislation

[Child Protection Act 1999 \(Qld\)](#)

[Working with Children \(Risk Management and Screening\) Act 2000 \(Qld\)](#)

22. Commencement of this policy

This version of the policy will commence from June 2026 and it replaces all other Safeguarding Children and Young People Policies (if any and whether written or not).

23. Monitoring and Review

General Manager – People and Culture

24. Authority to Change

Chief Executive Officer and General Manager – People and Culture