



## Child & Youth Risk Management Strategy

The Working with Children (Risk Management and Screening) Act 2000 and the Working with Children (Risk Management and Screening) Regulation 2011 require regulated organizations, such as Mulgrave Basketball, to develop and implement a Child and Youth Risk Management Strategy (CYRMS).

### Our Commitment

Mulgrave Basketball is committed to creating a safe and supportive environment for all, as such the organization has embedded a culture of child and member protection in all we do.

Mulgrave Basketball as a member of Basketball Queensland, is bound by the [Basketball Queensland Child & Youth Management Strategy \(July 2017\)](#) which details our commitment to child and member protection. [Consistency](#)

### Compliance with the blue card system

- In order to ensure compliance with the blue card system and this Child & Youth Risk Management Strategy the organization has a [Blue Card Policy & Procedure](#) in place and maintains a [volunteer register](#).

### Strategies for Communication & Support

Affiliated Associations as members of Basketball Queensland are bound by the Basketball Australia Member Protection By-Law and the BQ Child & Youth Management Strategy (July 2017).

Parents, Members, and the general public are made aware of our commitment to child and member protection via Mulgrave Basketballs range of digital communication (website/social/newsletters) and upon annual renewal of membership (refer [Membership Agreement](#)).

### Support mechanisms

Mulgrave members are encouraged to immediately direct all matters to the Mulgrave Management Committee who will manage the recording and reporting process in conjunction with BQ and legal counsel if required. If required, external counselling will be made available for members affected.

## Referral Resources



**Kids Helpline**

1800 55 1800

[kidshelpline.com.au](http://kidshelpline.com.au)



1300 22 4636

[youthbeyondblue.com](http://youthbeyondblue.com)



**headspace**

National Youth Mental Health Foundation

[eheadspace.org.au](http://eheadspace.org.au)

## Blue Card Policy & Procedures

### Who needs a blue card?

It is Mulgrave Basketball's policy that the following persons must hold a Blue card/exemption card:

- All committee members (who are identified as likely to work with children)
- All Club Coaches and Mini Magic Coaches
- All Representative Team Coaches & Managers
- Referees over 18 years of age

### Who is responsible?

The Blue Card policy is implemented by the Management Committee. The President is the authorized contact person for Blue Card Services who can discuss a person's blue card status.

## The Blue Card process

### Committee Members

New Mulgrave Basketball Committee Members are familiarized with the Child & Youth Risk Management Strategy and complete the appropriate forms as listed below.

- If the Committee Member does not currently hold a blue/exemption card they will be requested to complete the [Blue card application \(BC\) form](#) or online <https://my.Blue Card.qld.gov.au/login>
- If the Committee Member holds a current blue/exemption card they will be requested to complete the [Link an applicant/cardholder to this organization form](#).

The President will note the details of the blue/exemption card and the details of the forms completed in the volunteer register.

### Representative Team Staff

All Representative Team Staff (coaches & managers) are appointed on an annual basis. As part of the application process, potential team staff are required to supply details of their blue/exemption card (including number and expiry date). If successfully appointed to a role, they are familiarized with the Child & Youth Risk Management Strategy as part of the Induction Process and are expected to complete the [Link an applicant/cardholder to this organization form](#) before they commence duties.

The President will note the details of the blue/exemption card and the details of the forms completed in the employee register.

### Referees

All referees over the age of 18 are required to process a Blue Card.

The President, or delegated person, will:

- Advise each applicant that by signing the application form they are consenting to the screening process.

- Warn each applicant that it is an offense for a disqualified person to sign a Blue Card application form or a renewal form.
- Advise each applicant of their responsibility to complete the [Update contact details form](#) within 14 days of a change to their contact details; and
- Ensure each applicant understands their obligation to advise Mulgrave Basketball of a change in their police information.

The President, or delegated person, will:

- Sight all required identity documents
- Ensure all parts of the form are fully and accurately completed.
- Submit a [Change in police information notification form](#) if advised by a Blue Card holder or committee member of a change to their police information; and
- Submit [Applicant/cardholder no longer with organization \(for organizations'\) form](#) when a person resigns from a paid role or the term of their voluntary appointment ends.

Should the President receive notices from Blue Card services that an applicant:

- Receives a negative notice or is a known disqualified person; or
- Has their blue/exemption card cancelled or suspended; or
- Has their blue card application withdrawn; or
- Has had a serious change in criminal history

They will immediately notify the Management Committee and Basketball Queensland (if required) who will in conjunction with legal counsel decide on a course of action regarding the persons employment with Mulgrave Basketball.

## Processes for Disclosures or Suspicions of Harm

Harm is defined as any detrimental effect of a significant nature on the child's physical, psychological, or emotional wellbeing. Harm can be caused by physical or emotional abuse or neglect or sexual abuse or exploitation. Staff should familiarize themselves with [Identifying Harm](#) factsheet, which provides guidance on observable harm because of abuse, and other indicators of abuse and neglect.

## Disclosures of Harm

A disclosure of harm occurs when someone, including a child, tells you about harm that has happened, is happening, or is likely to happen to a child.

Members of Mulgrave Basketball committee (including volunteers) may have a child (squad/team member, coaching/refereeing clinic participant, club member, non-participant) disclose harm to them at any time. The concerns could relate to physical, emotional, or sexual abuse or neglect and may start with phrases such as:

- I think I saw....
- Somebody just told me ....
- I think you should know...
- I'm know sure what I want you to do but...

The disclosure may refer to an offender who may (or may not) be from the basketball community. The disclosure could be made face-to-face, by phone or by email. It could be a direct and intentional request for assistance or arise during a conversation. The issues of concern could have happened within or outside of the basketball community, recently or in the past.

**In every case**, Mulgrave Basketball wants to assist the child, and a committee member's initial response is important.

Committee/Volunteers response in every case of disclosure:

1. Remain calm and listen actively, without interruption or judgement, and be supportive
2. make it clear you believe them, and that Mulgrave Basketball wants to assist them
3. Be careful not to question the seriousness of the harassment/assault, criticise their choices or take sides.
4. Do not talk about your own or others' experiences of sexual assault or harassment.
5. Affirm that disclosure is an important step to take and praise them for taking it.
6. Don't disempower the child – be guided by what they want and need
7. Advise the child that you need to tell someone else who can help the child
8. Document the disclosure clearly and accurately, including time, date, location, persons present, and what the person disclosing said.
9. Do not attempt to investigate or mediate an outcome
10. If the staff member believes the child is in immediate danger or a life-threatening situation, they should immediately contact the Queensland Police Service by dialing 000.
11. Ensure the child is safe and provide them with referral resources.

Staff should contact the President or another committee member with the disclosure of harm immediately after receiving the disclosure. The President will seek legal advice and act accordingly.

Staff/Volunteers who received the disclosure of harm will be offered the opportunity to debrief with the President or another committee member and access external support services should they be required.

## Suspicious of Harm

A suspicion of harm is when someone has a reasonable suspicion that a child has suffered, is suffering, or is at an unacceptable risk of suffering, significant harm.

Members of the Mulgrave Basketball committee (including volunteers) may suspect a child (squad/team member, coaching/refereeing clinic participant, club member, non-participant) has suffered, is suffering, or is at an unacceptable risk of suffering, significant harm. A committee member would suspect harm if:

- A child or young person tells you they have been harmed.
- Someone else, for example, another child, a parent, or an employee tells you

that harm has occurred or is likely to occur.

- A child or young person tells you they know someone who has been harmed (they may be referring to themselves)
- You are concerned at significant changes in the behavior of a child or young person or the presence of new, unexplained, or suspicious injuries; or
- You see the harm happening

If a committee member suspects harm they should:

- Remain alert to warning signs or indicators
- Pay close attention to changes in the child's behavior, ideas, feelings
- Make written notes of observations in a non-judgmental and accurate manner
- Assure the child they can come to talk whenever they need to
- Advise the President or another committee member, of their suspicions in a timely manner.

Upon receiving a disclosure or a suspicion of harm, the President will, in conjunction with legal advice:

- Consider whether the disclosure or suspicion needs to be reported to the Queensland Police Service.
- Consider whether the disclosure or reasonable suspicion of harm needs to be reported to Child Safety; or
- Consider whether referral is required to other support services include Family & Child Connect.

Any additional investigation required to reach a decision on the appropriate reporting action will be undertaken by the President (or a delegate) and legal counsel.

## TYPES OF ABUSE: *Actions/behaviors by perpetrator*

<b>Physical abuse</b>	<b>Psychological or Emotional abuse</b>	<b>Neglect</b>	<b>Sexual abuse or exploitation</b>
<ul style="list-style-type: none"> <li>• Hitting,</li> <li>• Shaking,</li> <li>• Biting</li> <li>• Burning/scalding</li> <li>• Causing bruise or fractures by excessive discipline</li> <li>• Poisoning</li> <li>• Giving children alcohol, illegal drugs, or inappropriate medication</li> <li>• Domestic and family violence</li> </ul>	<ul style="list-style-type: none"> <li>• Scapegoating</li> <li>• Persistent rejection or hostility</li> <li>• Constant yelling, insults, or criticism</li> <li>• Cultural affronts</li> <li>• Teasing/bullying</li> </ul>	<ul style="list-style-type: none"> <li>• Not giving a child sufficient food, housing, clothing, enough sleep, hygienic living conditions, health care and adequate supervision</li> <li>• Leaving children unattended</li> <li>• Children missing school</li> </ul>	<ul style="list-style-type: none"> <li>• Kissing or holding a child in a sexual manner</li> <li>• Exposing a sexual body part to a child</li> <li>• Exposing children to sexual acts or pornography</li> <li>• Making obscene phone calls or remarks to a child</li> <li>• Having sexual relations with a child or young person under 16 years of age</li> </ul>

## RESULTING HARM: *Impact experienced by the child*

<b>Physical: <i>Refers to the body</i></b>	<b>Psychological: <i>Refers to the mind and cognitive processes</i></b>	<b>Emotional: <i>Refers to the ability to express emotions</i></b>
Bruising Fractures Internal injuries Burns	Learning and developmental delays Impaired self-image	Depression Hypervigilance Poor self esteem Self-harm Fear/anxiety

GENERAL INDICATORS OF CHILD ABUSE	GENERAL INDICATORS OF NEGLECT
<ul style="list-style-type: none"> <li>• showing wariness and distrust of adults</li> <li>• rocking, sucking, or biting excessively</li> <li>• bedwetting or soiling</li> <li>• demanding or aggressive behavior</li> <li>• sleeping difficulties, often being tired and falling asleep</li>   <li>• low self-esteem</li> <li>• difficulty relating to adults and peers</li> <li>• abusing alcohol or drugs</li> <li>• being seemingly accident prone</li> <li>• having broken bones or unexplained bruising, burns or welts in different stages of healing</li> <li>• being unable to explain an injury, or providing explanations that are inconsistent, vague, or unbelievable</li> <li>• feeling suicidal or attempting suicide</li> <li>• having difficulty concentrating</li> <li>• being withdrawn or overly obedient</li> <li>• being reluctant to go home</li> <li>• creating stories, poems, or artwork about abuse.</li> </ul>	<ul style="list-style-type: none"> <li>• malnutrition, begging, stealing or hoarding food</li> <li>• poor hygiene, matted hair, dirty skin, or body odor</li> <li>• unattended physical or medical problems</li> <li>• comments from a child that no one is home to provide care</li> <li>• being constantly tired</li> <li>• frequent lateness or absence from school</li> <li>• inappropriate clothing, especially inadequate clothing in winter</li> <li>• frequent illness, infections, or sores</li> <li>• being left unsupervised for long periods.</li> </ul>

This is not a complete list of the types of abuse and resulting harm that may be experienced by children and young people; however, it is to be used as a predictive tool for potential signs of harm. Each child's experience is different and depends on a range of factors including the child or younger person's age, the nature of harm, how long the abuse has been occurring, their relationship to the abuse and their support networks.