Child Safety & Wellbeing Policy

1. Introduction

The Child Safety and Wellbeing Policy (**Policy**) demonstrates the Federation of International Sport Aerobics and Fitness Australia's (**FISAF Australia**) commitment to the safety and wellbeing of children and young people. It outlines how FISAF Australia works to prevent, identify and respond to child abuse and harm across FISAF Australia Environments.

FISAF Australia is committed to meeting its safeguarding obligations to children and young people and supporting Members and Member Organisations to understand and meet their child safety and safeguarding obligations.

FISAF Australia strives to work with Members who share the same commitment to child safeguarding practices.

FISAF Australia has zero tolerance for abuse and neglect. All FISAF Australia employees must call Triple Zero (**000**) if a child or young person is in immediate danger.

2. Commitment to Child Safety and Wellbeing

The FISAF Australia Commitment to Child Safety (**Commitment**) can be found on our Member Wellbeing webpage.

FISAF Australia acknowledges that the safety, wellbeing and best interests of children and young people are paramount.

All Members who attend FISAF Australia events have a right to feel and be safe. The welfare of children and young people at our events will always be our first priority and we, along with our Member Organisations, have a zero-tolerance approach to child abuse and harm. We aim to create a child-safe and child-friendly environment where children and young people feel safe and have fun while enjoying sport aerobics.

3. Purpose

This Policy outlines how FISAF Australia prioritises the safety and wellbeing of children and young people and the steps it will take to do this.

4. Scope

This Policy applies to all individuals involved in FISAF Australia activities or present within FISAF Australia Environments, including FISAF Australia employees, committee members, Members, Member Organisations, coaches, officials, volunteers, contractors.

This Policy extends to all FISAF Australia Environments and all interactions with children and young people, including but not limited to:

- physical and face-to-face contact;
- contact by post or other written communication;
- contact by telephone or other oral communication; and
- contact by email or other electronic communication, including online messenger services, social media, online meetings, seminars or services, online surveys and engagement in the community.

5. Roles and Responsibilities

The safety and wellbeing of children and young people is **everyone's** responsibility. FISAF Australia expects all employees, Members and Member Organisations to take their responsibilities for the safety and wellbeing of children and young people seriously.

FISAF Australia Employees

All FISAF Australia employees:

- Have a moral, legal and ethical responsibility to care for, and promote the wellbeing of children and young people, and protect them from abuse and harm.
- Are responsible for identifying child abuse and harm and the risk of child abuse and harm, and taking steps to prevent, mitigate and eliminate child abuse and harm.
- Must treat all allegations and suspicions of child abuse seriously and respond consistently with this Policy and the Procedure.
- Must always promote child safety and provide a safe environment for all children and young people.
- Must provide an environment of cultural safety for Aboriginal and Torres Strait Islander children and young people, encourage them to express their culture and provide an environment free from racism and discrimination.
- Must pay particular attention to children and young people with disability, those from culturally and linguistically diverse backgrounds, those who are unable to live at home, and lesbian, gay, bisexual, transgender and intersex children and young people, and ensure that their needs are met, and they are supported and responded to.
- Must identify and report child abuse and harm to the relevant authorities in accordance with the Procedure and must not attempt to establish proof or investigate the matter.
- Must telephone 000 if they believe a child or young person is at immediate risk of child abuse or harm.

All FISAF Australia employees are required to:

- Read and comply with this Policy, and the Code of Conduct (**Code**).
- Take all reasonable steps to maintain an environment that prevents and eliminates child abuse and harm.
- Respond in a child-focused manner to all disclosures, allegations and risks of child abuse and harm, with sensitivity and professionalism.
- Participate in child safety training as directed by FISAF Australia and request further assistance if further training is required to understand their obligations and responsibilities in relation to child safety and under this Policy.
- Report any concerns about actual, suspected or risk of child abuse or harm as soon as possible to the Child Safety Officer and/or Director.
- Report any breach or suspected breach of the Child Safety and Wellbeing Policy as soon as possible to the Child Safety Officer and/or Director.

FISAF Australia Leadership Team

The FISAF Australia Leadership Team is responsible for promoting and maintaining a child-safe culture.

The Leadership Team must:

- Model and champion child safety, publicly affirm FISAF Australia's commitment and promote culturally safe environments for Aboriginal and Torres Strait Islander children and young people.
- Ensure employees, officials and Member Organisations understand this Policy, the Code, expected standards of behaviour and their responsibilities to prevent, identify and report child abuse, harm and risks.
- Implement child safety policies, procedures, training and support so employees, officials, and Member Organisations have the knowledge and skills to meet their obligations.
- Assess and address child safety risks across all FISAF Australia environments, including physical and online settings, and maintain effective controls and appropriate insurance.
- Empower children and young people to understand their rights, feel safe, access information and participate in decisions affecting them. Consult with children, young people, families and communities and value their contributions.
- Ensure employees are suitable for child-related work, assess and securely retain application and referee information, and prevent employees from working without a valid required Blue Card or Working with Children Check, including following expiry or a negative notice.
- Maintain clear complaints, reporting and investigation procedures, oversee responses to child safety concerns and fulfil applicable reporting obligations.
- Support employees and Member Organisations to identify and prevent abuse or harm, promptly report concerns and understand their reporting obligations. Internal consultation must not delay required reporting or urgent protective action.
- Promptly escalate child safety incidents and risks to the Director, immediately notify the Director of alleged employee misconduct or reportable conduct, and refer unresolved disputes or differences of professional opinion for further action.
- Support appropriate communication with parents or guardians, unless this could increase the risk to the child, an employee or another person.
- Contact relevant authorities for advice or further action where a response or outcome is unsatisfactory.
- Provide employees with opportunities to debrief following child safety concerns, incidents or reports and access additional support.
- Securely document and store child safety incident reports as directed by the Director.
- Review incidents, reports and failures to report to identify and address practice, risk management or systemic issues.
- Monitor compliance and ensure this Policy is reviewed and updated at least annually and after every child safety incident or investigation.
- Appoint a Child Safety Officer.

Child Safety Officer

The Child Safety Officer is responsible for:

- Promoting child safety, sharing information and supporting employees to understand their responsibilities.
- Acting as the first point of contact for child safety concerns and providing guidance to employees, children, young people, families and the community.

- Recognising signs of abuse or harm, meeting reporting obligations and reporting actual or suspected abuse, harm and child safety risks to the Director.
- Managing complaints and disclosures and overseeing investigations under this Policy, as directed by the Director.
- Implementing, maintaining and reviewing this Policy with stakeholder input, and monitoring compliance.
- Reviewing child safety risks across all FISAF Australia environments, recording identified risks and actions to reduce or eliminate them in the risk register.
- Maintaining accurate records of child safety complaints, disclosures, decisions and actions.
- Involving children, young people and families in child safety planning and decisions.
- Participating in, delivering or facilitating child safety training for employees.

Officials

Officials includes current and past FISAF Australia judges, Executive and Technical Committee Members, and members of the Wellbeing Working Group. Officials are required to:

- Read and comply with this Policy, and the Code.
- Model and champion a child safe culture and make a public commitment to child safety.
- Respond in a child-focused manner to all disclosures, allegations and risks of child abuse and harm, with sensitivity and professionalism.
- Participate in child safety training as directed by FISAF Australia, and request assistance if further information is required to understand their obligations and responsibilities in relation to child safety and this Policy.
- Report any concerns about actual, suspected or risk of child abuse or harm as soon as possible to the Child Safety Officer and/or Director.
- Report any breach or suspected breach of this Policy as soon as possible to the Child Safety Officer and/or Director.

Member Organisations

Member Organisations are responsible for:

- **M**aking suitable arrangements with children and young people and their parents or caregivers to ensure there is a clear plan for the supervision of children and young people for the entirety of each FISAF Australia event.
- Providing clear communication to children and young people and their parent or caregiver prior to the event regarding child safety matters.
- Providing clear expectations to Members throughout an event to ensure the safety, wellbeing and welfare of children and young people.
- Ensuring children and young people are handed over to the representing coach by their parent or caregiver at every event.
- Ensuring children and young people are handed back to their parent or caregiver at the conclusion of every event (when children and young people are travelling with the Member Organisation to and from events, it is the responsibility of the parent or caregiver to manage risk to their child with the person they have nominated their child to travel with).

- Ensuring they have appropriate child safety and wellbeing policies and procedures in place consistent with this Policy.
- Ensuring, where possible, that one-to-one contact with a child or young person when travelling should occur in line with the Code.
- Ensuring that effective risk mitigation strategies are in place when one-to-one travel with children or young people is required.
- Creating and maintaining a child-safe environment for all children and young people, including a culturally safe environment for Aboriginal and Torres Strait Islander children and young people.
- Complying with this Policy.
- Engaging in an appropriate standard of conduct and behaviour that FISAF Australia requires.
- Caring for and promoting the wellbeing of children and young people and protecting them from abuse and harm.
- Identifying child abuse and harm and the risk of child abuse and harm, and taking steps to prevent, mitigate and eliminate child abuse and harm.
- Treating all allegations and suspicions of child abuse seriously and responding consistently with their Child Safety and Wellbeing Policy and procedures.
- Promoting child safety at all times and providing a safe environment for all children and young people.
- Identifying and reporting child abuse and harm to the relevant authorities, including to FISAF Australia's Child Safety Officer and/or Director.
- Telephoning 000 if they believe a child or young person is at immediate risk of child abuse or harm.
- Responding in a child-focused manner to all disclosures, allegations and risks of child abuse and harm, with sensitivity and professionalism.

6. Children and Young People's Empowerment and Participation

We want children and young people to have fun, develop new friends, and be supportive of each other through their participation at FISAF Australia events. We do not tolerate bullying or abusive behaviour between children and young people and take action in conjunction with the relevant Member Organisation, if this occurs at any of the FISAF Australia events.

We respect the rights of children and young people and provide them with information about their rights including the right to be safe at FISAF Australia events. FISAF Australia values the voices of children and young people and will act on safety concerns raised by children or their families.

FISAF Australia will seek feedback from children and young people and facilitate ways for children and young people to express their views and participate in decision-making.

Information about FISAF Australia events and policies is available to access at any time via the website (www.fisafaustralia.com.au).

7. Families and Communities

FISAF Australia recognises the important role of families and involves parents and caregivers when making significant decisions about their child. Parents, families and communities are welcome to provide feedback at any time through our contact email address integrity@fisafaustralia.com.au, or via their relevant Member Organisation.

FISAF Australia provides information to families and community about this Policy and practices by:

- Publishing this Policy, our Code of Conduct, and our Grievences & Complaints Policy on our website;

- Including information about our child safe practices and policies in the Event Information document for each event; and
- Communicating with Member Organisations to encourage them to share information directly with their athletes and their families.

8. Valuing Diversity

We value diversity and equity and seek to ensure that all children and young people can participate safely and meaningfully. We will:

- Promote inclusive participation and respond to the diverse needs of children and young people.
- Promote and uphold cultural safety for Aboriginal and Torres Strait Islander children and young people.
- Maintain an environment free from racism, discrimination, bullying and exclusion and respond appropriately when concerns arise.
- Consider the individual needs of children and young people, including disability, cultural and linguistic background, religion, gender, sexuality and other circumstances that may affect their participation or safety.

9. Recruiting Staff

FISAF Australia puts child safety and wellbeing at the centre of recruitment and screening processes for employees. We only recruit employees who are appropriate to engage with children and young people.

FISAF Australia employees who engage with children and young people backstage and in warm-up areas must have a current Blue Card/WWCC where required by applicable legislation or FISAF Australia policy. Roles where contact with children and young people is incidental, such as employees who sell tickets, registration and merchandise, and event runners, are not legally required to hold a valid Blue Card/WWCC.

FISAF Australia's recruitment strategies include:

- Developing clear position descriptions for jobs, categories of jobs or roles that involve child-related work setting out:
    i. The job's requirements, duties and responsibilities regarding child safety and wellbeing; and
    ii. The essential or relevant qualifications, experience and attributes in relation to child safety and wellbeing required for the role.
- Examining written applications and engaging in face-to-face interviews for applicants who will or may work with children and young people.
- Engaging in a thorough examination of a person's suitability to work with children and young people prior to inviting them to take a leadership position with children and young people.
- Screening all persons that will or could reasonably work with children and young people to verify that they have a valid Blue Card/WWCC before they commence working with children and young people at FISAF Australia and keeping records of all relevant information.
- Informing all applicants for jobs and volunteer positions that involve child-related work of FISAF Australia's Child Safety and Wellbeing Policy and practices.
- FISAF Australia will make reasonable efforts to gather, verify and record the following information about a person whom it proposes to engage to perform child-related work:
    i. Blue Card/WWCC status, or similar check including, where practical, confirmation that FISAF Australia has been registered on the person's Blue Card or similar check as employer;

ii. Proof of personal identity and any professional or other qualifications;

iii. The person's history of work involving children and young people, including any history of complaints, disciplinary action or allegations of reportable conduct made against the person in the course of any employment or voluntary position held by the person; and

iv. FISAF Australia will not offer any applicant a position at FISAF Australia until the applicant provides the required evidence to the Leadership Team.

10. Supporting Employees

FISAF Australia assists its employees to incorporate child safety considerations into decisions and to promote a safe environment where children and young people are empowered to speak up about issues that affect them.

Employees will receive supervision to support their engagement with children and young people and for compliance with this Policy.

Issues or concerns about an employee's conduct towards children and young people will be raised immediately and addressed in line with our Code and Grievances & Complaints Policy.

FISAF Australia will ensure all new and existing FISAF Australia employees understand the importance of protecting children and young people from abuse and harm. This will be supported through induction, and training and will include:

- Completion of child safety training as part of induction.
- Supervision by the Leadership Team who are trained in FISAF Australia's policies and procedures.
- All FISAF Australia employees will also be required to review this Policy annually and have the opportunity to enquire with a Child Safety Officer should they need further guidance.
- Instructing and supporting FISAF Australia employees in complying with procedures for responding, suspecting and identifying child abuse and harm or risk of child abuse or harm towards children and young people.

11. Complaints and Reporting

All reports of child abuse and harm and child safety concerns will be treated seriously, whether they are made by an adult or a child or young person and whether they are about the conduct of an adult or a child or young person. All complaints and child safety concerns will be responded to promptly and thoroughly. Where an investigation is required, FISAF Australia will determine an appropriate investigation process having regard to the seriousness of the matter, applicable legal requirements, procedural fairness and the safety and wellbeing of children and young people. Where appropriate, an independent external investigator may be appointed.

FISAF Australia has a Grievances & Complaints Policy that includes information for employees, Members and Member Organisations about how a complaint or child safety concern will be responded to.

If a complaint includes an allegation or incident of child abuse or harm, FISAF Australia employees must report it in accordance with the Reporting Procedure. FISAF Australia employees are required to prioritise children and young people's safety in any response and will notify the relevant oversight body of any reportable allegations, conduct which constitutes a criminal offence, or if a child is in need of protection, as required.

Under the Grievances & Complaints Policy, employees may be subject to actions to support child safety including:

- Being stood down during an investigation or terminated following an investigation;

- Having their duties altered so they do not engage with children and young people at FISAF Australia;
- Not allowing unsupervised contact with children and young people at FISAF Australia; and
- Removing their access to the FISAF Australia IT systems and facilities.

Complaints can be emailed to integrity@fisafaustralia.com.au or by phoning (07) 3823 6705.

If there is concern for the immediate safety of a child or young person at a FISAF Australia event, immediately inform a FISAF Australia employee, or call Police on 000.

12. Record Keeping

FISAF Australia is committed to making and keeping full and accurate records about all child-related complaints or safety concerns.

Records which may assist with the investigation of a complaint or safety concern will be identified and kept as part of the record of an investigation. Records will be kept even if an investigation does not substantiate a complaint.

We will record and keep the outcome of any investigations, and the resolution of any complaints. This includes findings made, reasons for decisions and actions taken.

Records relating to matters of child safety will be stored securely and kept by FISAF Australia indefinitely in line with FISAF Australia's legal obligations.

13. Information Sharing

FISAF Australia may share relevant information to promote the safety and wellbeing of children and young people, where it is appropriate and in their best interests. FISAF Australia will keep information about complaints confidential, except where it is necessary to share information to respond properly to a complaint or to prioritise child safety. We may also need to share information about incidents or complaints with external authorities to comply with the law or to prioritise safety.

14. Risk Management

We recognise the importance of identifying and managing risks of child abuse and harm in the physical and online environments operated by FISAF Australia.

We conduct regular risk assessments for each of our events conducted in both physical and online environments. The risk assessments are developed in consultation with FISAF Australia employees. We will ensure that any risk controls put in place balance the need to manage harm with the benefits of participating at FISAF Australia events. The Management Team is responsible for approving the risk assessments and any risk management plan developed.

Any contractors or other providers of services will always be supervised by a FISAF Australia employee while working with us to ensure child safety.

15. Non-compliance with this Policy and the Code

Potential breaches of this Policy will be addressed in accordance with applicable FISAF Australia policies and procedures. Depending on the nature and circumstances of the breach, action may include restriction of duties or participation, suspension or termination of employment, engagement or membership, or other appropriate corrective or disciplinary action.

16. Links referred to in this Policy

- Statement of Commitment to Child Safety
- Code of Conduct

- Grievances & Complaints Policy

17. Review

FISAF Australia will review all child safe practices and policies at least annually and in response to any critical child safety incident or 'near miss'. Findings from reviews will be reported to the people involved in our organisation and inform our approach to continuous improvement of our child safety practices. Reviews are overseen by the Leadership Team and will be informed by consultation with children, families and staff as appropriate.

18. Definitions

Term	Definition
Aboriginal	The term Aboriginal in this Policy includes Aboriginal and Torres Strait Islander peoples.
Applicant	A person who applies for a position or role at FISAF Australia which involves engaging in or participating in child-related work.
Blue Card	A Blue Card issued pursuant to the *Working with Children Check Act 2000* (Qld).
Child, children or young person	A child or young person is a person who is under 18 years of age, unless otherwise defined by law or noted in the Child Safety and Wellbeing Policy.
Child abuse	Conduct towards, against, with or in the presence of a child or young person, or threatening to engage in such conduct, which includes: a) Physical abuse b) Sexual abuse or conduct of a sexual nature, including a sexual offense against a child and grooming behaviour c) Emotional or psychological harm, including spiritual abuse d) Neglect e) Discrimination f) Bullying
Child Safe Standards	The 10 Standards and the Universal Principle made under section 11(1) of the *Child Safe Organisations Act 2024* (Qld). a) **Universal Principle: Cultural safety** – Creating environments that make Aboriginal and Torres Strait Islander children feel culturally safe. b) **Standard 1: Leadership and culture** – Child safety and wellbeing is embedded in the entity's organisational leadership, governance and culture. c) **Standard 2: Voice of children** – Children are informed about their rights, participate in decisions affecting them and are taken seriously. d) **Standard 3: Family and community** – Families and communities are informed and involved in promoting child safety and wellbeing.

	e) **Standard 4: Equity and diversity** – Equity is upheld and diverse needs are respected in policy and practice. f) **Standard 5: People** – People working with children are suitable and supported to reflect child safety and wellbeing values in practice. g) **Standard 6: Complaints management** – Processes to respond to complaints and concerns are child focused. h) **Standard 7: Knowledge and skills** – Staff and volunteers of the entity are equipped with the knowledge, skills and awareness to keep children safe through ongoing education and training. i) **Standard 8: Physical and online environments** – Physical and online environments promote safety and wellbeing and minimise the opportunity for children to be harmed. j) **Standard 9: Continuous improvement** - Implementation of the Standards is regularly reviewed and improved. k) **Standard 10: Policies and procedures** – Policies and procedures document how the entity is safe for children.
Child-related work	Work authorised by FISAF Australia and performed by an adult in an FISAF Australia Environment where children and young people are present or reasonably expected to be present.
Child safety	Matters related to FISAF Australia exercising its duty of care to children and young people in its care, protecting all children and young people from harm or a risk of harm, managing the risk of child abuse or harm, taking steps to identify, prevent and mitigate the occurrence of child abuse and harm, providing support and responding to a child or young person who is at risk or has disclosed or made allegations of child abuse or harm.
Child Safety Officer	A person appointed by FISAF Australia to provide advice, coordination and support in relation to child safety and child protection matters and to perform the responsibilities assigned to that role under the Child Safety and Wellbeing Policy.
Child-safe organisation	Defined by the Commission as an organisation which prioritises the safety and wellbeing of children and young people.
Commission	The Queensland Family and Child Commission as established by the *Family and Child Commission Act 2014* (Qld).
Communities	A group of people with whom a child or young person shares common interests, experiences, social background, nationality, culture, beliefs or identity.
Complaint	An expression of dissatisfaction to FISAF Australia related to one or more of the following: a) Our services or dealings with individuals

	b) Allegations of abuse or misconduct by an employee or another individual associated with FISAF Australia c) Disclosures of abuse or harm made by a child or young person d) The conduct of a child or young person at FISAF Australia e) The inadequate handling of a prior concern f) General concerns about the safety of a group of children or young people or activity
Contractor	Any individual, business or company engaged by FISAF Australia to provide services to FISAF Australia, including but not limited to building and maintenance workers, event judges, event staff, consultants, cleaners and caterers.
Cultural rights	The right of a person to enjoy their culture, practise their religion and use their language, including rights associated with cultural, religious, racial and linguistic identity.
Cultural safety	A culturally safe environment that is safe for people of all ethnicities and cultural identities, where there is no assault, challenge, or denial of their identity, of who they are and what they need. Cultural safety requires shared respect, shared meaning, shared knowledge, and experience of learning, living and working together with dignity and truly listening, and in which the diverse and unique identities and experiences of all children and young people are respected and valued. This includes the distinctive history and experience of Aboriginal peoples and people who have come to Australia from diverse cultures.
Direct contact	Physical or face-to-face contact, or written (including postal), oral or electronic communication.
Disclosure	Disclosures of actual, suspected or risk of child abuse or harm may be verbal or non-verbal, accidental or intentional, partial or complete.
Duty of care	A common law requirement which places a duty on FISAF Australia and all FISAF Australia employees to take reasonable steps to protect children and young people from harm that is reasonably foreseeable.
FISAF Australia environments	All physical and virtual environments and places made available or authorised by FISAF Australia for use for children and young people, including but not limited to: a) The FISAF Australia offices b) FISAF Australia physical environments including but not limited to offices, halls, parks, event spaces, event accommodation. c) FISAF Australia online environments including but not limited to email, portals, intranet systems, virtual messenger services, social media and other online communications d) Other locations provided by FISAF Australia or a third-party provider where FISAF Australia conducts activities or services including visitation or outreach. Other locations

	include but are not limited to non-FISAF Australia property including schools
FISAF Australia employees	All people acting as representatives of FISAF Australia including full-time, part-time, casual and agency staff, Board members, contractors, volunteers and students.
Grooming	The offence of grooming concerns predatory conduct undertaken to prepare a child for sexual activity at a later time. The offence applies where an adult communicates, by words or conduct, with a child or young person under the age of 16 years or with a person who has care, supervision or authority for the child or young person with the intention of facilitating the child or young person's involvement in sexual conduct, either with the groomer or another adult. Grooming does not necessarily involve any sexual activity or even discussion of sexual activity – for example, it may only involve establishing a relationship with the child or young person, parent or carer for the purpose of facilitating sexual activity later. The sexual conduct must constitute an indictable sexual offence. This includes offences such as sexual penetration of a child or young person, indecent assault, and indecent acts in the presence of a child or young person.
Indicators of abuse	Some children or young people may show no indicators of harm, while others may show several; however, no single indicator is determinative.
Management Team	The Director, Sport Development Manager, Administration & Events Manager and Officials & Committees Manager of FISAF Australia.
Mandatory reporting	Mandatory reporting is the legal requirement for relevant persons to report a reasonable belief of child physical or sexual abuse to the Department of Families, Seniors, Disability Services and Child Safety and/or Queensland Police.
Member	Any individual holding a membership with FISAF Australia including coaches, coordinators, officials, adult athletes and athletes under the age of 18.
Member Organisations	Any club or school that holds a current or past membership with FISAF Australia.
Racism	Racism is harmful for children and young people and impacts upon their safety and wellbeing. Racism can be a form of child abuse and may cause harm. Racism may manifest as harassment, abuse or humiliation. It can sometimes lead to intimidation or violence. Racism includes name calling and hurtful jokes and excluding people from groups or activities. It can also include comments that demonstrate a lack of respect for another person.
Reasonable belief	A reasonable belief is a belief based on facts that would lead a reasonable person to think that a child has experienced abuse or harm. A reasonable belief is more than suspicion. There must be some

	objective basis for the belief. However, it does not require certainty. For example, a person is likely to have a reasonable belief if they: a) Observed the conduct themselves b) Heard from a child or young person that the conduct occurred c) Received information from another source (including another person who witnessed the conduct).

Regulated employment and regulated business	Under the *Working with Children Check Act 2000* (Qld), '*regulated employment'* and '*regulated business'* is work in either a voluntary or paid capacity, that usually involves direct contact with a child or young person, at a place or involving an activity listed in the Act, including: a) Care of children under the *Child Protection Act 1999* (Qld) b) Child accommodation services c) Childcare d) Churches, clubs and associations e) Disability services f) Education and care services g) Educational program conducted outside of school h) Educational services conducted inside of school i) Emergency services cadet program j) Entertainment, beauty and photography services k) Health, counselling and support services l) Hostels for children m) Justice and detention services n) Licensed care services under the *Child Protection Act 1999* (Qld) o) Non-state schools p) Private teaching, coaching or tutoring q) Religious representatives r) Residential facilities s) School crossing supervisors t) Schools u) Sport, active recreation, gyms and play facilities
Relevant Person	A relevant person is a person as defined pursuant to Section 113E of the *Children Protection Act 1999* (Qld), as amended from time to time. A relevant person includes doctors, registered nurses, teachers, police officers, early childhood education and care professions and child advocates.
Volunteer	A person who performs work without remuneration or reward for FISAF Australia where children and young people are present or are reasonably expected to be present.
Wellbeing	A positive state of physical, mental and emotional health. Wellbeing generally means feeling safe, happy and healthy more than momentarily. Wellbeing can be achieved in many ways including by supporting a child or young person to express their culture that recognises their ancestry, spirituality and country.

19. Supporting Legislation and Documents – FISAF Australia child safety and wellbeing system

This Policy operates alongside applicable Commonwealth, State and Territory child protection, child-safe organisation, working-with-children screening, reportable conduct and other safeguarding legislation and requirements.

The following policies, procedures and documentation work together to support child safety and wellbeing across all of our operations:

Legislation	FISAF Documents
• *Australian Human Rights Commission Act 1986* (Cth) • *Child Protection Act 1999* (Qld) • *Child Safe Organisations Act 2024* (Qld) • *Criminal Code Act 1899* (Qld) • *Criminal Code Act 1995* (Cth) • National Principles for Child Safe Organisations • *Working with Children Check Act 2000* (Qld) • The Queensland Child Safe Standards	• Child Safety Reporting Procedure • Child Safety and Wellbeing Policy • Code of Conduct • Conditions of Entry • Event Photography & Film Policy • Event Information • Grievances & Complaints Policy • Participation Waiver • Statement of Commitment to Child Safety