



Child Safety and Wellbeing Policy Framework

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1. Purpose

The Child Safety and Wellbeing Policy Framework (policy framework) underpins Stadiums Queensland's (SQ) commitment to protecting children from harm and building a culture of safety and wellbeing.

The policy framework provides the structure for SQ's implementation of the Child Safe Standards provided by the *Child Safe Organisations Act 2024*.

The policy framework provides for the application of Queensland's child safe standards to the functions and services delivered by SQ by requiring the integration of the child safe standards into SQ's policies, procedures and processes.

2. Application

This policy applies to all SQ Employees, agency staff, work experience persons, volunteer staff and certain contractors.

3. Definitions

Child – a child is any person under 18 years.

4. Responsibilities

Role	Responsibilities
Chief Executive	The Chief Executive is the approval authority for the policy framework, acting under delegation from the Board of Directors
Executive Leadership Team	Responsible for promoting a culture that prioritises the safety and wellbeing of children
Head of Strategic Policy	Responsible for the administration and communication of the policy framework
Group Executive Operations	Responsible for the integration of the Child Safe Standards into Operational Policies and Procedures
Executive General Manager, People	Responsible for the integration of the Child Safe Standards to into Human Resource Policy, Procedures and Processes, including compliance with the Blue Card system
General Counsel	Responsible for processes for Reporting Disclosures and Suspicions of Harm and Managing Breaches associated with this framework
Venue General Managers	Responsible for the application of the policy framework to venue level processes and procedures, with due consideration given to specific venue level child safety and wellbeing risks

	• Responsible for promoting a culture that prioritises the safety and wellbeing of children at the venue level.
All Staff	• All staff must ensure they comply with their obligations under this policy.

5. Policy Statements

5.1 Commitment to Children's safety and wellbeing

SQ contributes to the wellbeing of children through its facilities that support children and young people to engage with sport and entertainment, including participation in high performance and community sport. These facilities are made available for hire by entities such as schools and sports organisations for events and programs for children and young people.

SQ is committed to the prevention of violence and harm to children at its venues. Being a child safe organisation is integral to SQ achieving its goals under the 2023 – 27 Strategic Plan, being:

- *Deliver world class experiences;*
- *A world leader in major venues portfolio ownership and management; and*
- *An industry leading high performing organisation.*

SQ will apply Queensland's child safe standards and the universal principle in the development of policies and procedures to safeguard children from harm. The application of the universal principle is consistent with SQ's Environment, Social and Governance (ESG) Framework 2023 – 2027, that provides that SQ is committed to inclusion and diversity, indigenous engagement and participation and health and wellbeing.

5.2 Responsibility for children at SQ venues

Children are welcome at SQ venues, however SQ does not provide the primary supervision of children and does not deliver programs specifically for children.

SQ's *Minimum Unaccompanied Age for Children Policy* provides that the minimum age limit for all unaccompanied children who attend SQ venues is 15 years of age. Children aged 14 and under must be under the direct supervision of an adult (responsible person) 18 years of age or older, at all times. The responsible person must maintain effective control and care of the minor at all times whilst the minor is attending SQ venues. This policy is reflected in the terms and conditions of entry to SQ venues and is communicated to all venue hirers.

5.3 Child Safe Standards

The child safe standards are to be considered in the delivery of SQ's functions and services. Any policies or practices associated with reducing and managing risk to the safety of children will have regard to the child safe standards. The child safe standards are listed at Chapter 2, Part 1 section 9 of the Child Safe Organisations Act, and include:

1. Leadership and culture – Child safety and wellbeing is embedded in the entity's organisational leadership, governance and culture

2. Voice of children – children are informed about their rights, participate in decisions affecting them and are taken seriously
3. Family and community – Families and communities are informed and involved in promoting child safety and wellbeing
4. Equity and diversity – Equity is upheld, and diverse needs respected in policy and practice
5. People – People working with children are suitable and supported to reflect child safety and wellbeing values in practice
6. Complaints management – Processes to respond to complaints and concerns are child focused
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
8. Physical and online environments – Physical and online environments promote safety and wellbeing and minimise the opportunity for children to be harmed
9. Continuous improvement – Implementation of the Child Safe Standards is regularly reviewed and improved
10. Policies and Procedures – Policies and procedures document how your organisation is safe for children

The Universal Principle

The Universal Principle must be incorporated into the consideration of the child safe standards. The Universal Principle is about creating environments that make Aboriginal and Torres Strait Islander people feel culturally safe, which broadly means welcome, safe, valued, included and respected.

Further detail on the child safe standards is available at: <https://www.qfcc.qld.gov.au/childsafe>.

6. Child Safety and Wellbeing Organisational Strategies

The following organisational-wide strategies are in place to support the safety and wellbeing of children at SQ venues.

6.1 Stadiums Queensland's behavioural expectations

SQ expects that all SQ Employees, agency staff, work experience persons, volunteer staff and certain contractors, interact with children and young people in a safe, fair, considerate, respectful, and honest manner, and act with integrity and professionalism.

All conduct and behaviour should be in accordance with:

- the SQ Code of Conduct; and

- any behavioural guidelines or procedures developed at the venue level to manage identified risks to child safety and wellbeing; and
- other relevant SQ policies and procedures relating to the safety and wellbeing of children and young people.

6.2 Recruitment, Selection, Training and Management

SQ implements specific requirements for employee screening, accreditation, training, and management.

Recruitment, selection, and appointment is in accordance with the *Working with Children (Risk Management and Screening) Act 2000 (WWC Act)* and applicable Public Sector Commission (PSC) Directives.

All people appointed to a position determined by SQ to be regulated employment for the purpose of the WWC Act are required to possess a working with children clearance (Blue Card). SQ requires a person to hold a Blue Card for the duration of their employment when they are employed in a position considered regulated employment. SQ has policies and procedures in place to support compliance with Blue Card requirements.

All SQ position descriptions are developed and reviewed prior to initiating any recruitment activity, and are otherwise reviewed regularly, consistent with SQ requirements.

SQ is committed to supporting and training employees regarding their obligations under all SQ policies and processes. The management, training and development of employees is consistent with SQ's Positive Performance Policy.

6.3 Reporting Disclosures and Suspicions of Harm

All SQ employees are required to report disclosures, harm, or suspicions of harm to children and young people. All reports are to be made to SQ's General Counsel through Integrity (Integrity@stadiums.qld.gov.au) or by direct email or phone.

SQ has in place policies and procedures for the management of records consistent with the Queensland State Archives General Retention and Disposal Schedule (GRDS). All records associated with disclosures and suspicions of harm are to be properly managed, protected, and retained.

6.4 Managing Breaches

A breach is any action or inaction by an SQ employee at an SQ workplace that results in harm to a child, exacerbates harm to a child, or has the potential to harm or exacerbate harm to a child. A breach to this policy also includes an SQ employee's failure to report a suspected action or inaction by persons not employed at an SQ venue that results in harm to a child, exacerbates harm to a child, or has the potential to harm or exacerbate harm to a child.

All SQ employees have an obligation to address breaches as soon as possible after observation or reporting of the incident.

If it is an emergency or if a child is in immediate danger or a life-threatening situation, all employees must call 000. SQ's General Counsel should be notified as soon as practicable after reporting to the Police.

SQ is committed to ensuring potential breaches are appropriately reported and dealt with in a fair, unbiased, and professional manner. The initial point of contact for all suspected breaches is SQ's General Counsel through Integrity (Integrity@stadiums.qld.gov.au) or by direct email or phone.

All records associated with the management of breaches will be managed as required by the GRDS.

6.5 Risk Management

Managing risks to the safety and wellbeing of children at SQ must be done consistent with SQ's Risk Management framework.

SQ is committed to performing its functions in a way that mitigates risk to an acceptable level for SQ's services and operations. SQ has in place robust policies, procedures and tools that are based on AS/NZS ISO 31000:2018 Risk Management – Principles and Guidelines.

SQ's Risk Management Framework and supporting policies, procedures and tools underpin a strong risk aware culture, comprising of:

- strong processes;
- supporting infrastructure; and
- people who will implement, and support and participate in it.

The effectiveness and appropriateness of SQ's risk management framework and associated internal controls is overseen by SQ's Audit, Risk and Compliance Committee (a sub-committee of SQ's Board).

6.6 Managing Compliance with the Blue Card System

SQ has in place policies and procedures for managing compliance with the Blue Card System, including Blue Card employment screening and register requirements through the Employment Screening Policy.

6.7 Communication and Support

The policy framework will be publicly accessible and published on SQ's website and intranet. All SQ employees will be notified of the policy framework as part of their induction. Hardcopies of the policy framework will be made available to any person upon request. This policy framework has been developed in consultation with key SQ employees.

7. Human rights compatibility

SQ is committed to respecting, protecting, and promoting human rights in accordance with the *Human Rights Act 2019 (HR Act)*. Under the HR Act, SQ has obligations to act and make decisions in a way that is compatible with human rights, and to give proper consideration to human rights when making decisions. Human rights are not absolute and must be balanced against the rights of other individuals and matters of public importance.

Any delegate making a decision under this policy, including by implementing new screening practices or technologies, must give proper consideration to human rights and whether a decision is compatible with human rights, in compliance with the HR Act.

In deciding to make this policy, SQ has considered human rights and considers that SQ's decision to make this policy (and decisions made consistent with this policy) are compatible with human rights.

8. Relevant references

Relevant legislation

- *Child Safe Organisations Act 2024*
- *Working With Children Act 2000*

Associated policies and procedures

- [Human Rights Policy](#)
- [Minimum Unaccompanied Age for Children Policy](#)
- [ESG Framework 2023-2027](#)
- [The SQ Code of Conduct](#);
- [Employment Screening Policy](#);
- [Recruitment and Selection Policy](#);
- [Recruitment and Selection Procedure manual](#);
- [Positive Performance Policy](#);
- [Risk Management Framework](#)

Other references

- [Australian Government Style Manual](#)

9. Getting help

For queries about this Policy please contact Victoria Turns, Head of Strategic Policy.

10. Document management

Security classification	Official
Policy/Procedure owner	Victoria Turns, Head of Strategic Policy
Document category	
Document number	
Version number	1
Effective date	
Last reviewed date	
Last updated date	
Review by date	

11. Review history

This Policy Framework will be reviewed every three years, but earlier if there is a significant breach of this policy that results in harm or a near-miss for a young person, disciplinary action, Police involvement, or if there are changes to laws and regulations, changes to SQ's service provision e.g. SQ delivers a service specifically for children such as learn to swim or a crèche

Version	Approved on	Approved by	Amendment category	Changes made
1.0	10/10/2025	Chief Executive		