

Statement of Commitment

The QCSA is also committed to the safety and wellbeing of all children and young people who debate in our competitions in all areas. QCSA volunteers show respect and understanding at all times by controlling their temper, listening and receiving instructions where and when appropriate and are available to address any concerns that may occur. As children and young people who are a part of the QCSA we agree that we will respect all children, young people and adults and speak up if we are worried or concerned about something. We will not bully or accept any bullying that we see and will escalate this on every occasion to the appropriate person.

The QCSA is run by an elected committee comprising a President, Secretary, Treasurer, Registrar and other persons elected to form the QCSA Standing Committee of Management. The QCSA Management team fulfil their roles on a volunteer basis.

Our volunteers are reminded of the importance of the way with which we deal with and treat all children, young people and adults and this is communicated to all. Compliance with this element of our organisation is not negotiable and includes the appropriate method of escalating any issues that may arise.

Code of Conduct

The QCSA code of conduct is a live document contained on the QCSA website.

Recruitment, Selection, Training and Management of our Volunteers

The recruitment and selection of our volunteers involves the ratification of positions at the QCSA AGM for Councillors, then further internal voting by the SCM to select appropriate persons to carry out areas of the prime capacity of our being, that of providing and facilitating competitions for our member clubs to participate in. All QCSA volunteers are given the opportunity to participate in various meetings that encourage positive promotion of soccer as an activity as well as the promotion of all participants.

Handling Disclosures, Allegations and Threats

The handling of disclosures, allegations and threats is contained on the QCSA website.

Managing breaches

A breach is any action or inaction by any volunteer of the QCSA, including children and young people which fail to comply with any part of the strategy. This includes any breach in relation to:

- statement of commitment to the safety and wellbeing of children and the protection of children from harm
- code of conduct for interacting with children and young people
- procedures for recruiting, selecting, training and managing paid employees and volunteers
- policies and procedures for handling disclosures or suspicions of harm, including reporting guidelines
- policies and procedures for implementing and reviewing the children and youth risk management strategy and maintaining an employee register
- risk management plans for high risk activities and special events, and/or
- strategies for communication and support.

This policy ensures that all stakeholders are aware of the actions or inactions that form a breach as well as the potential outcomes of breaching the child and youth risk management strategy.

Breaches will be managed in a fair, unbiased and supportive manner and the following will occur:

- all people concerned will be advised of the process
- all people concerned will be able to provide their version of events
- the details of the breach, including the versions of all parties and the outcome will be recorded
- matters discussed in relation to the breach will be kept confidential, and
- an appropriate outcome will be decided.

Depending on the nature of the breach, outcomes may include:

- emphasising the relevant component of the child and youth risk management strategy, for example, the code of conduct
- providing closer supervision on occasions where deemed appropriate
- further education and training
- mediating between those involved in the incident (where appropriate)
- reviewing current policies and procedures and developing new policies and procedures if necessary and/or
- expulsion from the QCSA in extreme cases.

Compliance

The QCSA maintains an up to date BLUECARD REGISTER of all QCSA volunteers. Both the RISK ASSESSMENT OFFICER and the QCSA Secretary are able to provide this list to CCYPCG at their written request.

High Risk Activities

The QCSA has no defined "HIGH RISK" activities that directly require specific attention at this stage. Should this situation change the QCSA Executive will amend this document to reflect these changes.

Communication

The Child Youth Risk Management Strategy of the QCSA and all associated statements and policies are available for download from our website (www.qcsa.org.au) or by emailing the QCSA Secretary (secretary@qcsa.org.au)