

Safeguarding & Child Protection Induction



2026

Safeguarding & Child Protection Policy



Brothers Townsville FC is unwavering in its commitment to protecting children and young people from harm, abuse, grooming and exploitation. Every child has the right to be safe and to enjoy football in a respectful and inclusive environment.

This policy applies to all Brothers Townsville FC officials, committee members, coaches, managers, referees, volunteers, players, parents/guardians, contractors, visitors and any other person engaged in club-sanctioned activities, including training, matches, events, travel, online communications, and use of facilities

Child Safe Obligations.

All persons bound by this policy must:

- Treat all children and young people with respect.
- Comply with the Child Safe Practices in Appendix B.
- Comply with Queensland child protection and Blue Card laws.
- Be familiar with mandatory reporting obligations for suspected child sexual offences.
- Promptly report any allegation, disclosure or concern relating to child safety, including prohibited conduct.

Why Safeguarding Matters

Protect children from harm, abuse, grooming, and exploitation.

Create a safe, respectful, and inclusive football environment.

Build trust with families and comply with legal obligations.

Key Principles & Expectations

Child-first approach:
safety and wellbeing come first.

Absolute expectation:
vigilance and prompt reporting.

Absolute expectation:
Respect, inclusion, and accountability for all members.

Roles & Responsibilities

Executive Committee:
governance,
resources,
compliance.

MPIO (Mr John Duiker):
confidential
contact,
reporting
guidance.

Coaches & Managers:
supervision,
Blue Card
compliance,
vigilance.

Parents:
support safety,
model positive
behaviour,
report
concerns.

Grooming Indicators & Vigilance

1. Attempts to isolate a child from the group.

2. Excessive gifts or special treatment.

3. Private messaging or secret interactions. Boundary-testing or favouritism.

What to do:
Act immediately if something feels wrong.

Risk Management Protocols

Two-adult rule
during training,
change rooms,
and travel.

Documented
travel plans;

avoid one-on-
one situations.

Controlled
access to
change rooms;

no
photography.

Online safety:
approved
platforms,
transparent
comms

Reporting Procedures

Immediate danger:

call 000.

Report to our MPIO:

Mr John Duiker

mpio@brothertownsvillefc.com

Mandatory reporting obligations under QLD law.

Legal Consequences

Blue Card breaches:

up to 500
penalty units
or 5 years'
imprisonment.

Failure to report:

up to 3 years'
imprisonment.

Failure to protect:

up to 5 years'
imprisonment.

Club impacts:

finer,
sanctions,
reputational
damage.

Alignment with Frameworks

Football
Australia
Safeguarding
Policy.

Child Safe
Organisations
Act 2024 &
National
Principles.

Football
Queensland
Member
Protection
Policy.

Blue Card
system
compliance.

Protect Our
Game
initiative.

Practical Tools

Child
Protection
Awareness
Poster

Volunteer
Quick Guide.

Blue Card
Register
Template &
Compliance
Checklist.

Induction
sessions and
ongoing
training.

Keep our
Kids Safe

Play Your
Part

Stay Alert

If in doubt
Report!



Child Protection Awareness

Our priority is protecting children from harm,
grooming and abuse.

What to Watch For: attempts to isolate a child;
excessive gifts; private messaging; secret interactions;
unsupervised one-on-one situations.

If You See Something: Act Immediately by stopping
the action or call 000 for immediate danger.

Report: If you have report to any Club official or to
our MPIO (Mr John Duiker)
mpio@brotherstownsvillefc.com document what you
observed.

WE EMPOWER CHILDREN TO HAVE A VOICE



WE LISTEN TO CHILDREN AND
TAKE WHAT THEY SAY SERIOUSLY



CHILDREN KNOW HOW TO MAKE
A COMPLAINT OR WHO TO TALK
TO IF THEY ARE CONCERNED
ABOUT SOMETHING OR
SOMEONE



WE INVOLVE CHILDREN IN
DECISIONS THAT AFFECT THEIR
SAFETY



WHEN WE RUN PROGRAMS WE
MAKE SURE THAT IT IS RIGHT
FOR ALL PEOPLE AND FOR ALL
ABILITIES



WE TAKE THE SAFETY OF CHILDREN SERIOUSLY



OUR STAFF AND VOLUNTEERS
ARE CHECKED AND SCREENED



WE TAKE CHILDREN'S
COMPLAINTS SERIOUSLY AND WE
RESPOND TO THEM



WE INVOLVE CHILDREN,
PARENTS/CARERS AND THE
COMMUNITY IN IMPLEMENTING
CHILD SAFETY POLICIES AND
PRACTICES



OUR POLICIES AND CODE OF
CONDUCT ARE UP TO DATE AND
CONTINUOUSLY REVIEWED



HELP US KEEP CHILDREN **SAFE!**

When you are visiting this venue and you wish to take photos or videos, please...



Obtain permission from the child or young person's parent/ carer before taking any photos or videos.



Obtain consent from the child or young person.



Ensure the context of any photos involving children or young people is directly related to their participation in sport.



Ensure the child or young person is appropriately dressed and posed.



Delete the images as soon as they are no longer required, and do not distribute or publish the photos without permission from the child's parent/carers.



Speak up if you see someone acting suspiciously.

To keep kids safe, it's important that we all work together to **protect their images and identity.**

For any questions or concerns, please contact:

team@brotherstownsvilefc.com

