Child Safety and Wellbeing Policy

Authorisation

Version	Author	Date	Approved By	Approval Date	Review Date
1	Megan Mitchell	January 2026	Delta Gymnastics	05/01/2026	05/01/2026
2	Megan Mitchell	April 2026	Delta Gymnastics	7/4/2026	3/4/2026

1. Purpose & Standards

Delta Gymnastics is committed to the safety of all gymnasts. We implement the 10 Queensland Child Safe Standards and the Universal Principle:

- **Universal Principle: We provide an environment that promotes and upholds the right to cultural safety for Aboriginal and Torres Strait Islander children.**
- **The 10 Standards: These govern our leadership, child participation, family engagement, equity, staff recruitment, complaints handling, training, physical/online environments, and continuous improvement.**

2. Terms & Definitions

- **Reporting Entity: Under the *Child Safe Organisations Act 2024*, Delta is a reporting entity responsible for managing reportable conduct.**
- **Reportable Conduct: Includes sexual offences, sexual misconduct, ill-treatment, significant neglect, or physical violence.**
- **Blue Card (WWCC): Regulated by the *Working with Children (Risk Management and Screening) Act 2000 (Qld)*. We enforce a strict "No Card, No Start" policy.**

3. Mandatory Reporting & Contact Details

- **Immediate Danger: Call Triple Zero (000).**
- **Regional Intake Services: * Brisbane/Moreton Bay: 1300 682 254**
    - **North Queensland (Cairns): 1300 706 147**
    - **After Hours: 1800 177 135**

4. Reportable Conduct Scheme (Standard 6)

Effective 1 July 2026, the Head of Entity (Director) is legally required to:

1. **Notify the QFCC within 3 business days of becoming aware of a reportable allegation against a worker or volunteer.**
2. **Submit an Interim Report within 30 business days.**
3. **Submit a Final Report as soon as practicable following an investigation.**

5. Operational Safety Rules (Standard 8)

Physical & Supervision Rules

- **The "Two-Adult" Rule: A training session cannot commence unless there are at least two authorized adults in the facility.**
- **Safety Observers: If a second coach is unavailable, a parent/guardian must be inducted as a "Safety Observer".**
- **Visibility & Blind Spots: Activities must occur in open areas; staff must never take gymnasts into lockable offices or storage rooms.**
- **Line-of-Sight Spotting: 1-on-1 spotting must be observable by other adults. Coaches must explain the purpose of the touch to the gymnast before spotting.**

Digital & Online Rules

- **Device Ban: Personal mobile phones are prohibited on the gym floor and must remain in lockers.**
- **Approved Devices: Only Delta iPads and Emergency iPhones (yellow cases) are permitted on the floor.**
- **Social Media: Staff must not "Follow," "Friend," or "Request" any gymnast under 18 on personal accounts.**
- **Messaging: 1-on-1 private messaging is prohibited; all digital contact must include a parent or use official Delta channels.**

Toilets, Changerooms & Transport

- **The Buddy System: Mandatory for all gymnasts under age 8 for all bathroom trips.**
- **Safe Entry: Staff must knock and announce their presence ("Coach entering!") before entering changerooms.**
- **Late Pick-ups: A coach must never be left alone with a child; two staff must stay until the child is moved to a high-visibility zone.**
- **Driving: Prohibited in private vehicles unless it is a life-threatening emergency or with prior manager approval and written parental consent.**

6. Compliance Monitoring & Review (Standard 9)

- **Monthly Audits: The Operations Manager or Director conducts monthly audits of the floor to ensure these practices are in place.**
- **Incident Analysis: The Risk Committee reviews the Incident Register monthly to identify systemic failures or layout risks.**
- **Child Safe Walk: Once per year, senior gymnasts will participate in a facility walk-through to identify areas where they feel unsafe.**

7. Relevant Legislation (Queensland)

- ***Child Safe Organisations Act 2024 (Qld)***
- ***Child Protection Act 1999 (Qld)***
- ***Working with Children (Risk Management and Screening) Act 2000 (Qld)***