

Archery Queensland

Risk Strategy – Children and Young People

Preamble

Archery Queensland (AQ) is a community based not for profit incorporated association. AQ is affiliated with Archery Australia.

AQ is in the process to achieve substantial compliance with the Child Safety Standards, by June 2026 and full compliance by mid-2027 in accordance with the legislated requirements. For AQ the nature of achieving compliance takes into account the size and nature of the volunteer run operation. In particular, AQ does not employ any staff, though may engage contractors or use member associations (eg Regional Governing Bodies (RGB) or clubs) to run events on behalf of AQ. AQ is run by volunteers and has limited financial, administrative, management and governance resources.

Nevertheless, AQ has a strong child safety culture and this Risk Strategy enunciates how AQ achieves this.

Child Safety Standards Compliance at Archery Queensland

1. Leadership and culture – Child safety is embedded in governance and organisational values.

- AQ champions and models a child safety culture in all its operations
- AQ publishes on the web site that it is committed to child safety and wellbeing
- AQ has implemented policies for all members, participants and volunteers. AQ also relies on AA policies/education/operations for child safety and member protection guidance.
- AQ has implemented codes of conduct for members, participants and volunteers in key roles
- AQ Management Committee approves policies and AQ Management Committee members on induction understand their responsibilities as leaders in modelling, reinforcing and enforcing policies designed to create a child safe culture
- AQ provides training via Member Associations (RGBs and Clubs) using AA courses for key roles, i.e. coaching

2. Children and young people are empowered – Their voices are respected and they are involved in decisions that affect them.

- AQ ensures all communications are child friendly

- AQ supports the social media bans introduced by the Australian Government in December 2025
- AQ has a Grievance Procedure compliant with legislation to ensure complaints can be made and appropriately dealt with
- AQ President (or Vice President if appropriate) is the Complaints Officer to whom all complaints can be freely made
- AQ members have access to an MPIO via the RGBs and clubs or other sports. These MPIOs can provide guidance to members, including children and young people or their parents/guardians

3. Family and community engagement – Families and carers are included in safeguarding efforts.

- Families and community can access AQ child safety and wellbeing policies from the AQ web site and can freely make suggestions for improvement
- AQ encourages RGBs to hold communication sessions at the end of tournaments where questions and feedback can be provided

4. Equity and diversity – Children experience safe and inclusive environments.

- AQ ensures the most critical roles receive appropriate training. Coach training is provided using Archery Australia course content and accreditation standards and includes child safety content

5. People working with children are suitable and supported – Screening, recruitment, and supervision are in place.

- AQ recruits staff and volunteers which have the necessary working with children clearances
- AQ is committed to selecting Team Managers and Team Coaches for youth teams with child safety of paramount importance
- AQ continually monitors currency of working with children checks i.e. Blue Cards

6. Processes to respond to complaints – Complaints are managed through child-focused systems.

- AQ takes all complaints seriously
- AQ has a Grievance Policy and process in place
- AQ protects the privacy of anyone making a complaint in line with legal obligations, but governed by the Grievance Policy process and natural justice

7. Staff knowledge, skills and awareness – Ongoing training supports safe practice.

- AQ staff and volunteers must have the necessary skills to be appointed to a role, and AQ encourages volunteers to maintain and upgrade their skills

8. Safe environments – Online and physical spaces are actively monitored.

- AQ has no physical spaces and third party providers are required to undertake the necessary child safety audits
- Images on the AQ web site involving children are void of identifiers unless permission is provided by parents/guardians

9. Continuous improvement – Organisations regularly review and strengthen their child safety practices.

- AQ regularly reviews critical child safety policies

10. Policies and procedures support child safety – Documentation clearly sets expectations and guides actions.

- This AQ Risk Strategy is based on the requirements of the Child Safety Policies with the key objective of making AQ Policies easily accessible, reflective of equity and diversity, and are culturally safe

11. Universal Principal

- AQ strives that all people are welcome, valued, safe, included and respected
- AQ leaders incorporate child safety into daily operations
- AQ rejects racism, discrimination, biases and stereotypes

Risk Assessment Results – Roles

The following roles that may be undertaken at AQ have been identified. These roles have been assessed by the committee for risks to children and young people and the results listed below.

Coach – someone in a role who coaches for and/or at the AQ events (a Coach may also be a DOS) – **must have a Blue Card or equivalent** – can involve significant interaction with or control over children and young people during coaching. Mandated by Archery Australia.

Committee – someone who is a member of the management committee – regulated employment – **must have a Blue Card or equivalent** – manages AQ, makes policy and can involve interaction with or control over children and young people

Complaints – the Complaints Manager for AQ – **must have a Blue Card or equivalent** – can involve significant serious interaction with children and young people

Director of Shooting (DOS) - someone who controls AQ event activity and may have significant interaction with or control over children and young people during and / or after an AQ event - **must have a Blue Card or equivalent**

Facebook – someone appointed to manage AQ’s Facebook, with posts and / or as the administrator/moderator – **must have a Blue Card or equivalent** – involved with young people over 16 (social media ban applies for under 16 s)

Judge - a National Judge, National Judge Candidate or Event Judge - someone in a role who judges at AQ events (a Judge may also be a DOS) – **must have a Blue Card or equivalent** – can involve significant interaction with or control over children and young people during and / or after judging at an AQ event. Mandated by Archery Australia.

MPOI – someone who is the Member Protection Officer – **must have a Blue Card or equivalent** – can involve significant interaction with or control over children and young people when advice is given

Photos – someone who takes photos, primarily at AQ events, for AQ - **must have a Blue Card or equivalent** – can involve interaction with or control over children and young people, and can involve privacy matters and need permissions

President – a member of the management committee who is the of the management committee who is the President – regulated employment – **must have a Blue Card or equivalent** – involved in making policy and can involve interaction with or control over children and young people – Mandated by regulation.

Vice President – member of the management committee and deputies for the President as necessary – regulated employment – **must have a Blue Card or equivalent** – involved in making policy and can involve interaction with or control over children and young people – Mandated by regulation

Publicity – someone who writes official articles for publication – press releases – **must have a Blue Card or equivalent** – involved in interviews and writing articles which may include photographs for publication in the press - can involve interaction (eg interviews) with or control over children and young people

Secretary – member of the management committee who is the Secretary – regulated employment – **must have a Blue Card or equivalent** – involved in making policy and can involve interaction with or control over children and young people – mandated by regulation

Treasurer – someone who is a member of the management committee who is the Treasurer – regulated employment – **must have a Blue Card or equivalent** – manages AQ's finances, involved in making policy and can involve interaction with or control over children and young people – mandated by regulation