SAINTS NETBALL CLUB INC

Child Safe Risk Management Plan

2 FEBRUARY, 2026

1. Purpose of Plan

Creating a child safe environment includes:

- identifying environmental risks to children's safety in relation to the activities and services we provide, our physical settings and our online spaces and communication
- taking action to reduce these risks and children's exposure to harm or abuse.

These risks can change over time if our physical and online spaces change, or different activities or services are provided by our organisation. This may also include unique events, or one-off activities involving children. Our plan will be regularly reviewed and updated to reflect any changes.

Our Risk Management Plan in the table below sets out these risks, assesses their potential impact, the strategies to help prevent or reduce them, and keeps track of our progress.

2. Nature of Settings & Services Provided

Saints Netball Club provides community netball services to children aged 7-17yrs.

These activities include in-person services:

- Netball training activities
- Netball games
- Clinics & Workshops
- Social Events

And online services:

- Online Team Communication Platforms (eg Team Facebook Groups)
- SMS Communication Platform
- Social Media Platforms – Instagram & Facebook
- Club Emails & Website

These activities and services take place in the following locations:

- Townsville City Netball Association outdoor courts – William Angliss Drive, Annandale Qld 4814
- Townsville Stadium – 40-48 Murray Lyons Crescent, Annandale Qld 4814
- Kirwan State High School Hall – Hudson Street, Kirwan Qld 4817
- And other netball locations from time to time.

3. Responsibility for Risk Management Plan

The Saints Netball Club Committee is responsible for producing, implementing and monitoring this Risk Management Plan.

This version of the plan was completed on 2 February, 2026.

Everyone in our organisation should be alert to any risks to children's safety and draw attention to any concerns that may arise, as set out in our Child Safe Policy.

This Risk Management Plan is made available on our website www.saintsnetballtownsville.com.

4. Next Review Date

This policy will be reviewed by the Saints Netball Club Committee by 31 January, 2027.

The plan will be reviewed and updated immediately if there are:

- any incidents involving children
- any changes to our physical or online spaces or online communications
- any changes to the types of activities and services involving children that we deliver, including unique events on or off-site.

5. Risk Assessment Matrix

Determine the overall level of risk using the risk matrix table.

Table 1 Risk assessment matrix

Likelihood	Insignificant impact	Minor impact	Moderate impact	Major impact	Severe impact
Almost certain	Medium	High	Very high	Very high	Very high
Likely	Medium	High	High	Very high	Very high
Possible	Low	Medium	High	High	Very high
Unlikely	Low	Low	Medium	Medium	High
Rare	Low	Low	Low	Low	Medium

6. Risk Management Plan

Identify settings where interactions occur	Identify risks in these settings	Assess likelihood of risk	Assess consequence of risk	Determine risk rating	Identify and implement strategies to manage risk	Track progress and regularly review
Identify the different environmental settings or activity types in your organisation, physical and online, where adults work or interact with children. The same setting could have multiple risks.	Identify the specific risks to children in these settings or activities in terms of exposure to harm or abuse	Assess how likely it is that the risk will occur, using the following scale: • Rare • Unlikely • Possible • Likely • Almost certain	Assess the impact if the risk occurs, using the following scale: • Insignificant • Minor • Moderate • Major • Severe	Use the risk assessment matrix to decide the overall risk rating, using the following scale: • Low • Medium • High • Very high	Describe what protective strategies already exist and what strategies need to be developed to help minimise the risk.	Keep track of whether these strategies are in place and responsibilities. Regularly review to make sure any protective strategies implemented are working and note follow up actions.
Toilet blocks at training and playing venues.	Hidden from view from supervising adults.	Possible	Major	High	Organisation's Child Safe and training/induction processes educate all Club representatives on the importance of protecting our children from risks in relation to toilet blocks. If children are unable to be escorted by their parents, then they must visit the toilet block in pairs, with or without an adult present. Alternatively, the child may visit the toilet block escorted by two adults. The escorts must enter the toilet block area with the child and remain onsite at all times. Do's & Dont's documentation provided to Club Representatives.	Implemented in induction training & set for annual review.

First aid administration	Training day first aid administration carried out by Club Representatives is unsupervised.	Unlikely	Minor	Low	Club Representatives advised that all delivery of first aid is to be carried out on training court or adjacent seating and not relocated to any other location, except by first responders. Do's & Dont's documentation provided to Club Representatives.	Implemented & set for annual review. Training day first aid equipment is supplied to coaches in training bags, so first aid can easily be carried out in full view on training court or adjacent seating.
Photography	Adults may use their personal devices to take photos of children or young people without permission.	Likely	Moderate	High	Club's Child Safe Code of Conduct specifies no photos to be taken of children or young people without parental permission; regular reminders sent out to everyone when there are special events (carnivals, presentations etc). Do's & Dont's documentation provided to Club Representatives.	Implemented in induction training & set for annual review. Repeated reminders will be required as events come to hand.
Training locations	Some of our teams train at local schools away from the main courts where our other teams generally train. This only occurs when coaches are teachers.	Unlikely	Moderate	Medium	Refresher training at the commencement of the season to revisit the Child Safe policies and carry out online training. Ensure Coach (teacher) is aware that children are not to be left unsupervised at any time. Do's & Dont's documentation provided to Club Representatives.	Implemented in induction training & set for annual review.
Online environments eg. email, text/messaging, social media.	Risk of children being contacted 1:1 by Club Representatives online (especially those with their own devices)	Possible	Major	High	Child Safe Policy and Code of Conduct outline the zero-tolerance approach to 1:1 communication with children. All team communications are carried out in a controlled environment with parental inclusion and club oversight.	Implemented in induction training & set for annual review. Communication channels set up and monitored by the Club.

					Communication with children by any other means must include a parent and club representative. Do's & Dont's documentation provided to Club Representatives.	
Volunteer & Umpire Recruitment.	Risk of inappropriate individuals being recruited to work with children at our Club.	Unlikely	Moderate	Medium	Screening as per Child Safe Recruitment Policy. WWCCs required, held and linked to Club. Child Safety Training funded for all Volunteers & Umpires with completion records held. Codes of Conduct signed by all Volunteers & Umpires.	Implemented in induction training & set for annual review. Database of compliance docs maintained by Club.
Players from diverse backgrounds - eg Aboriginal or Torres Strait Islander backgrounds, other cultural /linguistic backgrounds	Potential issues with communicating child safe standards with those from diverse backgrounds	Unlikely	Moderate	Medium	Cultural safety awareness training provided to Volunteers. Child-friendly policies provided in verbal form to children. Identification of 'safe' people in our organisation by way of Child Safe Hero bag tags. Involvement of people from diverse backgrounds in the preparation of Child Safe policies.	Implemented in induction training & set for annual review.
Child Safe policy understood and by Club members	New policies may take some time to be fully understood. Challenges with making the subject matter digestible by children.	Possible	Minor	Medium	Statement of Commitment made and Child Safe Policy documents sent to all members. Child-safe version of Child Safe Policy communicated to children. Visible queues to identify 'safe' people in the organisation used. Child Voice on the Committee.	Implemented Feb 2026, policies sent out to all members & set for annual review.

Child safety issues identified, reported and documented	Lack of understanding as to what child safety issues are, how to identify them in practice, and report accordingly.	Possible	Moderate	High	Definitions, processes and reporting flowchart included in Child Safe documentation. Processes distributed to all members. Statement of Commitment publicly made. Visual identification of 'safe' people in our organisation via Child Safe Hero bag tags.	Reporting process documented, sent out to all members & set for annual review.

This policy must be read in conjunction with:

- Saints Netball Club Child Safe Policies & Code of Conduct (www.saintsnetballtownsville.com)
- Any relevant laws of the Commonwealth or of Queensland