



**MAROOCHY BEACH**  
GYMNASTICS

# MAROOCHY BEACH GYMNASTICS

**SAFEGUARDING PLAN**

**IMPLEMENTING CHILD SAFE  
STANDARDS**

**SAFEGUARDING CHILDREN AND  
YOUNG PEOPLE POLICY**

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**Our Safeguarding Commitment** As an organisation we have a zero tolerance for all forms of abuse and are committed to safeguarding everyone involved in its activities and services. The safety and wellbeing of children and adults-at-risk is paramount.

**Accessibility** Maroochy Beach Gymnastics is committed to providing accessible services to people from all culturally and linguistically diverse backgrounds. If you have difficulty understanding this document, you can contact Translating and Interpreting Service National on 13 14 50 to arrange for an interpreter to translate it for you.

## **Contact for enquiries**

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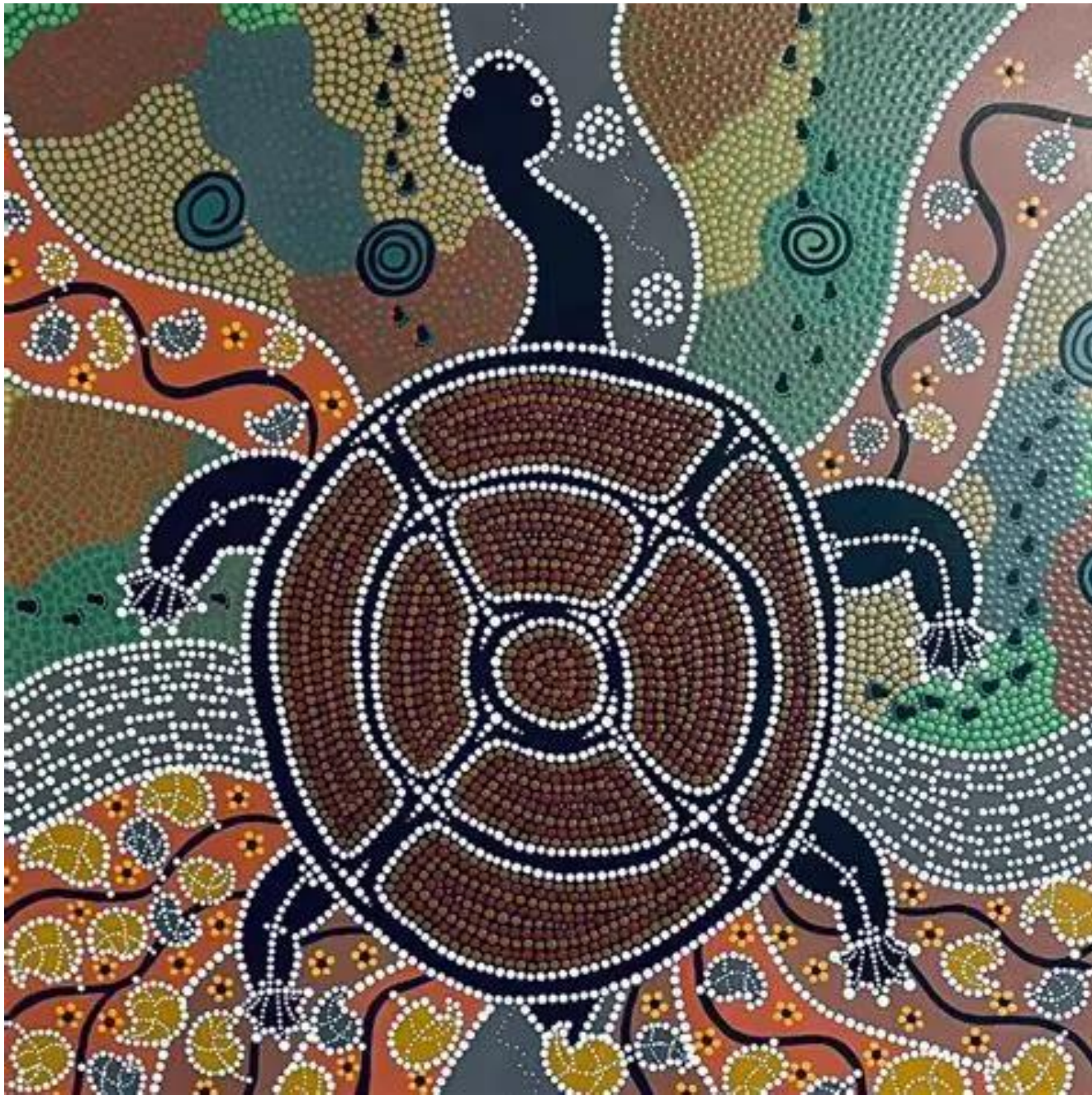
Venue: 99-101 Wisers Rd,

Buderim QLD 4556

**Attributions** The State of Queensland (Queensland Family and Child Commission) Guidelines for resources and implementation of the Universal Principle and Child Safe Standards in Queensland.

Australian Human Rights Commission

Gymnastics Australia – Sprots Integrity Australia



## ***ACKNOWLEDGEMENT OF COUNTRY***

***At Maroochy Beach Gymnastics Club  
we acknowledge the Gubbi Gubbi  
people, Traditional Custodians of this land  
and sea, who have walked and cared for this  
land for thousands of years, and their  
descendants who maintain their Spiritual  
connection and Traditions. In the spirit of  
reconciliation, we honour and respect  
the Elders past, present and emerging. We  
thank them for sharing their Cultures,  
Spiritualities and ways of living with the land  
in this place we all now call home.***

***We recognise, celebrate and respect  
Aboriginal and Torres Strait Islander  
peoples as the First Australians. May we  
continue to walk gently and respectfully  
together, so that we too are one in land, one  
in Spirit.***


## INTRODUCTION:

### Mission Statement:

Maroochy Beach Gymnastics Club strives to enrich the lives of members by empowering them to reach their athletic and personal potential through providing safe, positive and professional programmes.

### Philosophy:

Maroochy Beach Gymnastics Club seeks to provide all members with a safe and caring environment where they can gain maximum enjoyment and development at training.



Maroochy Beach Gymnastics is committed to creating an environment where gymnasts, staff and members and the wider community of gymnastics feel protected, valued, and heard.

Safeguarding is a shared responsibility, and every gymnast, staff, member and volunteer has the right to learn, grow and thrive, free from harm.

The plan is informed by:

- The National Principles for Child Safe Organisations and the Safeguarding Framework.
- Family and Child Commission and the United Nations Convention on the Rights of the Child (UNCRC).
- Australian Human Rights Commission
- Gymnastics Australia
- Sports Integrity Australia

Our commitment is embedded in our mission and philosophy and in our safeguarding practices:

- The Club has zero tolerance for all forms of abuse and is committed to safeguarding everyone involved in its activities and services.
- The safety and wellbeing of children and adults-at-risk is paramount.
- This Safeguarding Plan reflects how we will progressively develop and maintain a Club Safeguarding Plan and reflect how the club translates system-wide processes into club-specific safeguarding practices and is an ongoing continuous process.

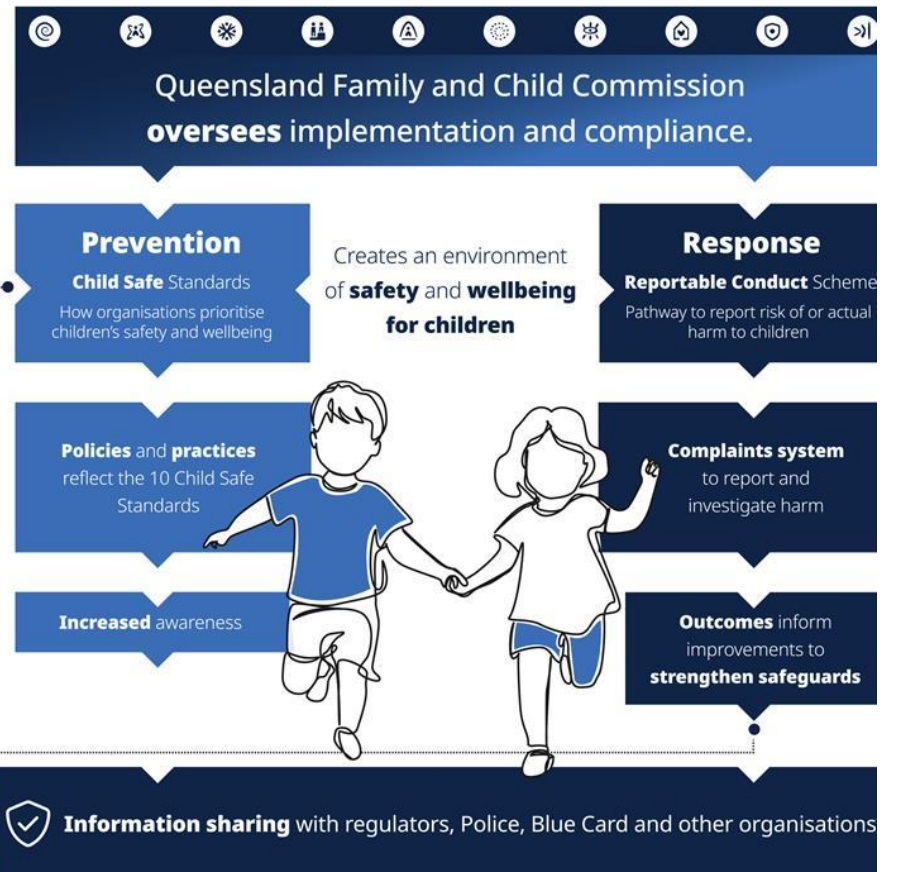
# MAROOCHY BEACH GYMNASTICS CLUB'S KEY PRACTICES & CHILD SAFE FRAMEWORK INCLUDES:

- **Safeguarding Children and Young People Policy**
- **Recruitment and Screening of Staff and Volunteers**
- **Family and Community Engagement**
- **Training and Awareness**
- **Reporting Procedures and Reportable Conduct Scheme**
- **Child Safe Standards**
- **Child Protection Resources**

These practices and policies have been designed to create a safe and inclusive environment for all participants, ensuring that the Club's commitment to safeguarding is well received and respected.

## Child Safe Organisations at a glance

Your role matters—and we're here to help you and your business every step of the way



# AIM OF THE STANDARDS: CREATE AN ENVIRONMENT THAT PRIORITISES CHILD SAFETY AND WELLBEING AND EMBED THE UNIVERSAL PRINCIPLE TO ENSURE CULTURAL SAFETY

## What this means for our club across 2026 – OUR PLAN

- **Self-assessment:** Review and reflect on our safeguarding practices and analyse compliance with the new Child Safe Standards
- **Club Safeguarding Plan:** Develop a plan outlining how we meet the 10 Standards to communicate our approach to the Club community
- **Adapt new policies and practices:** Develop new policies and codes of conduct to suit Maroochy Beach Gymnastics Club environment and community.
- **Action plan:** Reflect, Identify and address areas for improvement to strengthen our safeguarding practices.



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|---|---|--|
|    | <b>1 Leadership and culture</b>           | Child safety and wellbeing is embedded in the entity's organisational leadership, governance and culture   |
|    | <b>2 Voice of children</b>                | Children are informed about their rights, participate in decisions affecting them and are taken seriously  |
|    | <b>3 Family and community</b>             | Families and communities are informed and involved in promoting child safety and wellbeing   |
|    | <b>4 Equity and diversity</b>             | Equity is upheld and diverse needs respected in policy and practice  |
|    | <b>5 People</b>                           | People working with children are suitable and supported to reflect child safety and wellbeing values in practice                                       |
|    | <b>6 Complaints management</b>            | Processes to respond to complaints and concerns are child focused  |
|    | <b>7 Knowledge and skills</b>             | Staff and volunteers of the entity are equipped with the knowledge, skills, and awareness to keep children safe through ongoing education and training |
|  | <b>8 Physical and online environments</b> | Physical and online environments promote safety and wellbeing and minimise the opportunity for children to be harmed                                   |
|  | <b>9 Continuous improvement</b>           | Implementation of the Child Safe Standards is regularly reviewed and improved  |
|  | <b>10 Policy and procedures</b>           | Policies and procedures document how the entity is safe for children   |

# CHILD SAFE STANDARDS

# Universal Principle



Cultural safety



# Standard 1

## Leadership and culture

*Child safety and wellbeing is embedded in the entity's organisational leadership, governance, and culture.*

The safety and wellbeing of children is non-negotiable. Standard I focuses on creating an organisational culture where every decision, action, and process prioritises the safety and wellbeing of children. Strong leadership and clear governance lay the foundation for a proactive, accountable, and child-focused organisation.

See MAROOCHY BEACH CHILD SAFE STANDARD I AND ACTION PLAY [HERE](#)



## Standard 2

### Voice of children

*Children are informed about their rights, participate in decisions affecting them and are taken seriously.*

Empowering children by informing them of their rights and including them in decision-making processes is fundamental to safeguarding their wellbeing. Standard 2 ensures that organisations foster an environment where children's voices are not just heard, but actively shape outcomes that affect them.

See MAROOCHY BEACH GYMNASTICS STANDARD 2 AND ACTION PLAN [HERE](#)



## Standard 3

### Family and community

*Families and communities are informed and involved in promoting child safety and wellbeing.*

Child safety and wellbeing are strengthened when families and communities are informed, engaged, and active partners in promoting safe environments.

Standard 3 emphasises building trust and collaboration with families and communities to create a united front to ensure children's safety and wellbeing is a top priority.

See [MAROOCHY BEACH GYMNASTICS STANDARD 3 AND ACTION PLAN](#)  
[HERE](#)



## Standard 4

### Equity and diversity

*Equity is upheld and diverse needs respected in policy and practice.*

Embedding equity into organisational policies and practices is essential for creating safe and inclusive environments for all children. Standard 4 challenges organisations to go beyond compliance and actively ensure that the unique needs of children from diverse backgrounds are recognised, respected, and met.

See MAROOCHY BEACH STANDARD 4 AND ACTION PLAN [HERE](#)



## Standard 5 People

*People working with children are suitable and supported to reflect child safety and wellbeing values in practice.*

The suitability and capability of staff and volunteers is pivotal to creating safe environments for children. Standard 5 requires organisations to have robust recruitment, training, and ongoing support systems in place to ensure all personnel embody child safety and wellbeing values in their actions.

See MAROOCHY BEACH STANDARD 5 AND ACTION PLAN [HERE](#)



## Standard 6

# Complaints management

*Processes to respond to complaints and concerns are child-focused.*

Effective, child-focused complaint and concern processes are essential for protecting children. Standard 6 ensures organisations will have systems in place that are transparent, accessible, and designed to empower children to raise concerns safely and confidently, knowing they will be taken seriously.

See MAROOCHY BEACH GYMNASTICS AND ACTION PLAN [HERE](#)



## Standard 7

### Knowledge and skills

*Staff and volunteers of the entity are equipped with the knowledge, skills, and awareness to keep children safe through ongoing education and training.*

Staff and volunteers are the backbone of child safe organisations. Standard 7 ensures that they are not only screened and qualified, but also receive ongoing education, training, and capacity building support to build the knowledge, skills, and awareness required to proactively safeguard children in all interactions.

See MAROOCHY BEACH GYMANSTICS STANDARD 7 AND ACTION PLAN [HERE](#)



## Standard 8

# Physical and online environments

*Physical and online environments promote safety and wellbeing and minimise the opportunity for children to be harmed.*

Creating safe environments, both physical and online, is a cornerstone of children's safety and wellbeing. Standard 8 requires organisations to actively identify, assess, and mitigate risks in all spaces that children access. This ensures their wellbeing is prioritised and opportunities for harm are significantly reduced. Organisations should provide environments where children feel secure, safe, respected, and supported. Physical and online environments must prioritise the physical, social, spiritual, emotional, and cultural safety and wellbeing of all children. This requires a holistic, strengths-based approach to safety and wellbeing. It includes designing physical spaces to minimise risks and maintaining online platforms that are safe, well-monitored, and aligned with the Child Safe Standards.

See [MAROOCHY BEACH GYMANSTICS STANDARD 8 AND ACTION PLAN](#) [HERE](#)



## Standard 9

### Continuous improvement

*Implementation of the Child Safe Standards is regularly reviewed and improved.*

There is no finish line. We need to review and improve our organisational practices on a regular basis and stay up to date with best practice. Standard 9 ensures that organisations proactively create the space and time to interrogate feedback and information gathered from children, families, staff and volunteers and a variety of other performance data to identify and address systemic issues so they are continuously improving. Ensuring children's safety is a core priority means building an organisational culture that is responsive to challenges and new situations and is willing to learn and change.

See MAROOCHY BEACH GYMNASTICS STANDARD 9 AND ACTION PLAN [HERE](#)



# Standard 10

## Policies and procedures

*Policies and procedures document how the entity is safe for children.*

The way in which organisations conduct their work and deliver services has the potential to impact children in numerous ways, both directly and indirectly. Standard 10 ensures that staff at all levels of the organisation understand their individual responsibility to ensure transparency of all aspects of service delivery in a child safe organisation.

See MAROOCHY BEACH GYMNASTICS STANDARD 10 AND ACTION PLAN [HERE](#)