



Standard 1

Leadership and culture

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

Every organisation should be a model of children’s safety and wellbeing. Leaders set the tone and example by embedding children’s safety and wellbeing into policies, procedures and culture and ensuring these are followed and reviewed. Leaders also ensure there is a healthy reporting culture, and they support people to report concerns, take reports seriously and act to investigate and make improvements to ensure children’s safety and wellbeing is protected.

Maroochy Beach Gymnastics Aim is to create an environment where everyone in the club understands their role and responsibilities to protect children, and that they act accordingly. All members of an organisation are accountable for providing a safe environment for every child.

KEY ACTION AREAS	HOW MGB IS ALREADY EMBEDDING THIS KEY ACTION AREA	OUR GOALS (STEPS)	PRIORITY RATING	HOW MGB WILL EMBED OUR GOALS AND WHEN	MEASURES OF SUCCESS
			<i>LOW</i>		REVIEW DATE
			<i>MEDIUM</i>		<i>Term based Reviews</i>
			<i>HIGH</i>		

<p>1.1</p> <p>Has a public commitment to children's safety and wellbeing</p>	<p>Updated policies – With Guidance from CPR Group (HR Consultants)</p> <ul style="list-style-type: none"> - Whole club code of conduct - Club Rules and Facility Guidelines - Coach Expectations - Complaints & Grievances Policy and Framework - Photography and Media Policy - CCTV & Video Surveillance <p>Risk management policy and process</p> <p>Public commitment to children's safety and wellbeing.</p> <p>Clear statements of Child Safety as a core value of the club.</p>	<p>Updated member Handbook</p> <p>Updated Competition Handbook</p> <p>Regular socials posts with specific focus on child safety</p> <p>Specific Young Persons Policy</p>	<p>H</p> <p>H</p> <p>M</p> <p>H</p>	<p>Committee and Club Manager to work on Handbooks and Young Persons Policy and be updated on the website.</p> <p>End of Term 2</p> <p>To be written and distributed electronically through enrolment and registration process.</p> <p>With each new Enrolment and re-enrolment</p>	<p>Surveys</p> <p>Verbal feedback from children, carers and families indicates trust in the MGB'S approach to children's safety and wellbeing.</p> <p>Display recognition of how practices were dealt with through a reflection process or follow up of incidents.</p> <p>End of Term 2, 2026</p>
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<p>1.2</p> <p>A child safe culture is championed and modelled at all levels of the Club</p>	<p>Compliance and Governance statements – public commitment document emailed with links to standards of child safety key action areas. Also displayed on website with embedded policy.</p>	<p>Social Media</p>	L	<p>Club Social Media Posts: ongoing</p>	<p>Club Manager reports.</p>
	<p>Child safe standards review and implementation procedure.</p>	<p>Staff and volunteers agreements</p>	H	<p>Process started and ongoing with new employment. Immediate and ongoing</p>	<p>Club Manager and committee completes onboarding responsibilities.</p>
	<p>Club Mission</p> <p>Club Philosophy</p>	<p>Ensure staff and volunteers understand their obligations on information sharing and recordkeeping. Goal is regular scheduled staff meetings and communication through email.</p>	H	<p>Club Manager reinforce and notice staff understanding through scheduled and regular staff meetings and on floor behaviour - ongoing.</p>	<p>End of Term 2, 2026</p>
	<p>Regular agenda item in Committee Meetings for review and priority of goals.</p> <p>Committee commenced training with CPR Group:</p> <ul style="list-style-type: none"> - Board Induction Training and are booked to complete 	<p>Staff recruitment and onboarding processes.</p>	H	<p>Volunteers to sign upon signing up to volunteer roles for the club. Sign-up Genius form to be created immediately.</p>	

	<p>Financial Management, Meeting Procedures and Member Protection Training (to be completed by June 2026.</p> <p>Coaching and all other Staff have been enrolled in a training course: "Respect in the Workplace" will commence Term 2</p>				
<p>1.3</p> <p>Governance arrangements facilitate implementation of the Child Safety and Wellbeing Policy at all levels</p>	<p>Public commitment document emailed with links to standards of child safety key action areas.</p> <p>Displayed on website with embedded policy.</p> <p>Child safe standards review and implementation procedure.</p>	<p>Provide information to children in child friendly language.</p> <p>Gymnasts assured and reinforced by coaches. Training to be provided to coaches in how this can look and how to measure understanding.</p>	<p>H</p> <p>M</p>	<p>Clear documentation found in visible and areas.</p> <p>Documentation and signed policy agreements kept on file (membership registration).</p> <p>As of each new Enrolment and ongoing</p>	<p>Ask children if they have noticed the posters and ask questions about content.</p> <p>Regular reminders of updating personal information in</p>

		Posters in Gymnasts rooms and toilets doors (child friendly)	M	<p>New membership & registrations sent out each year and for all new gymnasts. Include:</p> <ul style="list-style-type: none"> - Updated medical forms - Updated contact information - Updated media release form <p>At the beginning of each year.</p>	<p>Newsletter and social media.</p> <p>End of Term 2, 2026</p>
<p>1.4 A Code of Conduct provides guidelines for staff and volunteers on expected behavioural standards and responsibilities</p>	<p>Provide guidelines for staff and volunteers on expected behavioural standards and responsibilities, documented in the Whole Club Code of Conduct.</p>	<p>Provide training opportunities for safety and wellbeing talks and sessions with gymnasts and members.</p> <p>Include children's safety and wellbeing objectives in staff performance reviews, with clear</p>	<p>M</p> <p>H</p>	<p>Children's safety and wellbeing are standard agenda items in all leadership and governance discussions – Committee Meeting Agendas – ongoing</p>	<p>Staff and volunteers portray expected behaviors and responsibilities under the documented code of conduct.</p> <p>End of Term 2.</p>

		<p>consequences for breaches of policies or Codes of Conduct.</p> <p>Empower Staff/coaches and Volunteers by providing structured mentoring – with goals and records.</p>	H	<p>Appropriate supervision and support for new staff – especially child (U18 year old) coaches. Monitoring coach behaviour and safety practices – Club Manager to implement and oversee</p>	
<p>1.5 Governance frameworks ensure Aboriginal and Torres Strait Islander peoples to be in leadership positions and have decision-making authority</p>	<p>Transformational unlearning:</p> <p>Staff training</p> <p>Club Manager to have regular check-ins with staff that are documented.</p> <p>Secretary of our Club is of Aboriginal and Torres Strait Islander decent (Gubbi Gubbi People) and has advised on</p>	<p>Staff Meetings: to provide staff opportunities to self-regulate and challenge cultural and unconscious bias with structures in the workplace.</p> <p>Aboriginal and Torres Strait Islander Liaison representative from Sunshine Coast council to be contacted to discuss</p>	<p>H</p> <p>M</p>	<p>Record keeping and documentation of actions taken in response to mitigated risks to children’s safety and wellbeing.</p> <p>Subcommittee to contact SCC in the coming weeks.</p>	<p>Formal documentation of actions taken of a culturally sensitive nature</p> <p>SSC engages with club, staff and members.</p> <p>End of Term 2.</p>

	<p>decision-making authority that is culturally appropriate.</p>	<p>appropriate and unbiased language and/or actions. Also to advise of frameworks to be inclusive of decision-making authority.</p> <p>Display posters that promote inclusion and encourage Aboriginal and Torres Strait Islander participation.</p> <p>Promote the achievements of Aboriginal people</p> <p>Add cultural questions for identification on enrolment and registration forms</p>	<p>H</p> <p>M</p> <p>H</p>	<p>Subcommittee to design at next meeting - April 2026</p> <p>Social Media and Electronic Notice Board in Foyer – ongoing</p> <p>Update all enrolment and registration forms - immediate</p>	
<p>1.6 Risk management strategies focus on preventing, identifying and mitigating risks to children</p>	<p>Creating strategic enabling environment: Acknowledgement of Country at the start of any formal event or competition.</p>	<p>To engage social media posts on racism and discriminatory behaviour.</p> <p>Statement of cultural safety on our website.</p>	<p>H</p> <p>H</p>	<p>Social Media, website and on Electronic Notice Board.</p> <p>With implementation of Child Safe Standards.</p>	<p>Record keeping and documentation of actions taken in response to cultural safety.</p>

		Display an Acknowledgment of Country on the Electronic Notice Board and on our Website	M		Staff and volunteers have completed cultural safety training. End of Term 2.
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