



# Standard 5

## People

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. Our vision for excellence at Maroochy Beach Gymnastics is to recruit and retain individuals who are not only qualified but deeply committed to upholding children’s safety and wellbeing, including cultural safety. Staff and volunteers are supported with ongoing professional development and clear guidance, empowering them to model safe and respectful practices in every interaction. This is important for governance and compliance, applicable to our region and suitability for engagement with children. Ensuring the suitability and preparedness of all personnel working with children is essential for mitigating risks, reducing the potential for harm to occur and promoting trust.

KEY ACTION AREAS	HOW MGB IS ALREADY EMBEDDING THIS KEY ACTION AREA	OUR GOALS (STEPS)	PRIORITY RATING  <i>LOW</i>  <i>MEDIUM</i>  <i>HIGH</i>	HOW MGB WILL EMBED OUR GOALS AND WHEN	MEASURES OF SUCCESS  REVIEW DATE  <i>Term based Reviews</i>
5.1  Recruitment (including advertising, referee	Duty statements, selection criteria, and referee checks demonstrate children are valued and respected, and there is a commitment to	We will emphasise commitments to children’s safety and wellbeing (including cultural safety) when	<b>H</b>	For any new advertisements for employment	All personnel working with children have undergone rigorous reference checks,

<p>checks and staff and volunteer pre-employment screening) prioritises child safety as prerequisites for employment.</p>	<p>children’s safety and wellbeing, understanding of children’s developmental needs and culturally safe practices. (Onboarding process)</p> <p>Screening Processes: Conduct rigorous recruitment process thorough background checks, including reference checks and Working with Children Checks, for positions directly working with or engaging with children.</p> <p>Committee and Club Manager: Update and check-up of staff all already employed by the Club.</p>	<p>advertising for, recruiting, and screening staff and volunteers.</p>		<p><b>Immediate and ongoing</b></p>	<p>hold mandatory clearances to work with children, and complete induction training before working with children.</p> <p><b>Review: Term 2, 2026</b></p>
<p>5.2</p> <p>Relevant staff and volunteers have current Working with Children Checks and background checks, and this is continuously monitored.</p>	<p>Employers, staff and volunteers in an organisation have completed background check requirements.</p> <p>Club Manager: Establish clear supervision and performance management processes to monitor staff suitability and conduct, with specific reference to and the Child Safe Standards.</p>				<p>Staff and volunteers report feeling confident and supported in their roles regarding children’s safety.</p> <p>Clear and documented processes exist for addressing concerns about the suitability of staff or volunteers.</p> <p><b>Review: Term 2, 2026</b></p>

<p>5.3</p> <p>All staff and volunteers receive an appropriate induction and are aware of their responsibilities to child safety, record keeping, information sharing and reporting obligations.</p>	<p>Implementation of a safe and responsive mechanism and framework for staff to report any concerns about the safety of children.</p>	<p>Staff and volunteers understand the child safety policy and procedures and Code of Conduct of the organisation and meet their record keeping, information sharing and reporting responsibilities. (Training Modules)</p> <p>Club Manager: Provide induction and ongoing training on children’s safety and wellbeing, cultural awareness, and inclusive practices.</p>	<p><b>H</b></p>	<p>Develop and design training modules for Child Safe Standards for staff and Coaches.</p> <p>(Megan Johns – Term 2, 2026)</p>	<p>Ongoing professional development opportunities are regularly accessed by personnel.</p> <p><b>Review: Term 2, 2026</b></p>
<p>5.4</p> <p>The induction and onboarding processes include cultural safety training and trauma informed care training.</p>	<p>Staff and volunteers understand the child safety policy and procedures and Code of Conduct of the organisation and meet their record keeping, information sharing and reporting responsibilities.</p> <p>Maintain a suitable record keeping systems and protocols for staff and volunteers (Club Manager)</p> <p>Committee and Policy: Implement a zero-tolerance policy to racism and ensure that this is communicated to all staff.</p>	<p>Club Manager: Ongoing Professional Development: Schedule regular training sessions on best practice child safety, cultural awareness and trauma-informed care.</p> <p>Club Manager: Structured Induction Programs: Embed children’s safety and wellbeing training into onboarding processes for all new staff and volunteers.</p>	<p><b>H</b></p> <p><b>H</b></p>	<p>Ongoing professional development opportunities will be regularly accessed and completed by personnel.</p>	<p>Training modules completed</p> <p><b>Review: Term 2, 2026</b></p>
<p>5.5</p> <p>Ongoing supervision and people management is</p>	<p>Ongoing staff support, supervision, and performance management processes involve children’s safety</p>	<p>Club Manager and Committee: Foster a workplace culture that prioritises children’s safety and wellbeing through regular</p>	<p><b>M</b></p>	<p>Wellbeing Opportunities for all</p>	<p>Wellbeing sessions take place</p>

<p>focused on child safety, wellbeing and cultural safety.</p>	<p>and wellbeing, and cultural safety elements.</p> <p>The organisation has a range of tools and processes to monitor and mitigate risk, including risks associated with cultural safety.</p> <p>Club Manager: Establish clear supervision and performance management processes to monitor staff suitability and conduct, with specific reference to and the Child Safe Standards.</p>	<p>discussions and professional development opportunities.</p>		<p>gymnasts, staff and volunteers.</p> <p>By End of Term 2, 2026 (After Competition Season)</p>	<p><b>Review: Term 2, 2026</b></p>
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