



Standard 9

Continuous improvement

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. At Maroochy Beach Gymnastics ensuring children's safety is a core priority and includes building an club culture that is responsive to challenges and new situations and is willing to learn and change. Continuous improvement is a dynamic process where constant reflection on what is working and where challenges or gaps exist is prioritised. A culturally safe organisation ensures that progress and outcomes are set, measured and monitored based on a range of different success indicators, not just the normalised standards and methods. This includes definitions of success and evaluation methods that are determined with and by Aboriginal and Torres Strait Islander stakeholders. Continuous quality improvement processes contribute to a culture of accountability and a commitment to ongoing quality assurance and improved practices.

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
			LOW		REVIEW DATE
			MEDIUM		<i>Term based Reviews</i>
			HIGH		

<p>9.1</p> <p>The organisation regularly reviews, evaluates and improves child safety and wellbeing policies, procedures and practices.</p>	<p>Accountability and continuous quality improvement – Community consultations are embedded in governance processes to ensure that cultural safety standards are continuously evaluated and strengthened.</p> <p>Employ systems that allow for regular review of all policies and procedures related to spaces, risk, and compliance associated with the Child Safe Standards. (Subcommittee and Club manager reviews and action plan)</p> <p>Engage children, carers, and families to gather feedback on potential improvements to the ways in which the Child Safe Standards are embedded across the organisation.</p>	<p>A risk assessment identifies risks of child abuse and harm in both physical and online environments connected with the club.</p> <p>Staff and volunteers are provided with risk management plans, so they are aware of risks of child abuse and harm and know what action they need to take to prevent and reduce them.</p> <ul style="list-style-type: none"> Action is taken by staff and volunteers in the organisation to prevent and reduce risks of child abuse and harm when identified. 	<p>H</p>	<p>Risk assessment and management plans will be informed by and responsive to the views and concerns of staff, volunteers and children.</p> <p>Risk Management plan will include training on how to reduce risks of child abuse and harm when identified.</p> <p>Term 2, 2026</p>	<p>Action Plan and audits of policy and review shows data and feedback for implementation and change.</p> <p>Plans show that the organisation has balanced the need to manage the risk of harm and abuse against children’s rights to privacy, access to information, social connections and learning opportunities.</p> <p>Risk assessments and management plans are regularly reviewed to keep them up-to-date and include lessons from complaints, concerns and safety incidents.</p> <p>Review: Term 2, 2026</p>
<p>9.2</p> <p>Complaints, concerns and safety incidents are</p>	<p>Child safety and wellbeing indicators are included in documentation used for reviews.</p>	<p>The Code of Conduct and Child Safety and Wellbeing Policy identifies how the organisation will keep children safe in physical and</p>	<p>H</p>	<p>Review and adaptation of Code of Conduct to include Online</p>	<p>Feedback from children, families, staff and volunteers is regularly reviewed and</p>

<p>analysed to identify causes and systemic failures to inform continuous improvement.</p>	<p>Audits and volunteers readily know and review practices and regularly consider opportunities for improvement. Subcommittee</p>	<p>online environments, with specific reference to higher-risk activities.</p> <p>In appropriate formats, staff, volunteers, parents, carers and children are provided with information about online safety and risks in the online environment, such as online grooming, cyber bullying and sexting. Support is given to reporting negative experiences or concerns.</p>	<p>M</p>	<p>Environments with reference to higher-risk activities.</p> <p>Term 2, 2026</p> <p>Add to Training and Learning Action Plan.</p> <p>Newsletter educational section.</p>	<p>used to trigger child safety and implementation audits.</p> <p>Risk assessments and management plans are regularly reviewed to keep them up-to-date and include lessons from complaints, concerns and safety incidents.</p> <p>Review: Term 2, 2026</p>
<p>9.3</p> <p>The organisation reports on the findings of relevant reviews to staff and volunteers, the community, families and children.</p>	<p>Regular analysis of complaints demonstrates improvement in child safe practices.</p>	<p>Provide regular updates to staff and volunteers as changes occur as a result of review and improvements.</p> <p>Data Transparency: Report child safety data by cultural background and ensure it informs policy updates.</p> <p>Risk assessment and management plans are informed by and responsive to the views and</p>	<p>H</p> <p>H</p> <p>H</p>	<p>Regular notice of review in monthly Newsletter.</p> <p>Plans show that the club has balanced the need to manage the risk of harm and abuse against children's rights to</p>	<p>Staff, Committee Feedback from children, families, staff and volunteers is regularly reviewed and used to trigger child safety and implementation.</p> <p>Risk management plans list the actions the organisation will take to prevent or reduce each identified</p>

		concerns of staff, volunteers and children.		privacy, access to information, social connections and learning opportunities. Term 2, 2026	risk of child abuse and harm. Review: Term 2, 2026
9.4 Appropriate mechanisms are in place to measure progress and success using diverse evaluation methods, including Aboriginal and Torres Strait Islander success indicators.	Review outcomes are considered and implemented to improve child safe and culturally safe practices. Transformational unlearning – Leaders commit to regular, transparent reviews of governance and policy frameworks, ensuring they actively identify implementation of each Standard and the Universal Principle. Policies, practices, and procedures are reviewed and updated regularly to respond to feedback, changes, or risks.	Embed cultural safety reviews into annual risk management, strategic planning and quality improvement cycles. Integration of First Nations Knowledges: Integrate First Nations perspectives into governance, ensuring that implementation and decision-making includes Aboriginal and Torres Strait Islander participation. When third-party contractors are engaged, action is taken by the organisation to assess whether, and the extent to which, the engagement of third-party contractors poses risks of child abuse and harm.	H H H	Risk Management update to include cultural safety, First Nation Knowledges, and third party contractors. Term 2, 2026	Policies, practices, and procedures are reviewed and updated regularly to respond to feedback, changes, or risks. Review: Term 2, 2026
9.5 Implementation and accountability policies embed shared responsibility and accountability.	The organisation seeks the participation of children, carers and communities in its regular reviews of child safety and wellbeing policies, procedures, and practices. Actionable Reports: Create clear action plans based on review findings, assigning timelines				The voices of children are evident in changes and improvements. Voices of members are included and evident in changes and improvements.

	and accountability for addressing identified areas.				Members, volunteers, staff and children report seeing active changes and improvements continuously. Review: Term 2, 2026
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