



Safe Environments Policy

Introduction

Each member through Brisbane Paralympic Football Program (BFPF) accesses services and support in a safe environment that is appropriate to their needs.

1. Each member can easily identify volunteers engaged to provide the agreed supports.
2. Where supports are provided in the member's home, work is undertaken with the member to ensure a safe support delivery environment.
3. Where relevant, work is undertaken with other providers and services work is undertaken to identify and treat risks, ensure safe environments, and prevent and manage injuries.

The implementation of certain practices and procedures to manage risk with a focus on creating a safe environment for children is an important part of BFPF and their Safe Environment policies.

The policies, procedures, practices and strategies within BFPF comply with the National Guidelines for Building the Capacity of Child-Safe Organisations and other child safety arrangements.

Core Standards

BFPF follows the core practice standards which includes responsibilities to make sure each member has access to services and supports which are:

- Free from violence, abuse, neglect, exploitation or discrimination.
- Provided in a safe environment that is appropriate to their needs.
 - Where any risks to them are identified and managed.
 - Where their needs are met by volunteers who are competent in relation to their role, hold relevant qualifications and expertise and experience in providing person centred support and
 - Where incidents are acknowledged responded to and well managed and learned from.

Codes of conduct

All codes of conduct are complied with and reviewed

- All staff and volunteers observe the BFPF Code of Conduct.
- Duty of care is taken seriously when responding to incidents.
- Complaints and feedback mechanisms are in place for members, families, volunteers and other stakeholders to raise any concerns about services.
- Volunteers receive additional training in providing safe environments for people with disabilities where required.

Areas of evidence allowing Safe Environments to be recognised

The BFPF allows safe environments to be recognised through its risk management, complaints and feedback policies and procedures. These important documents



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outline certain risks to be correctly managed and support which is accessible to all members in the Brisbane Paralympic Football Program (BFPF).

Providing a safe environment

BFPF has a responsibility to provide a safe environment for playing members and volunteer coaches, officials, administrators and guests.

Creating a safe environment requires the development of a plan involving continuous review and improvement. The following elements are considered within the safe environment plan for BFPF:

Environmental conditions

- Situations of extreme heat, cold, rain – plans in place for training and games.
- Situations where weather conditions will mean games will be called off.

Facilities and equipment

- Physical inspection of all equipment periodically – monthly and pre-game inspections to ensure quality.
- Facilities follow protocols and have up to date accessibility including ramps and exits.

People with disability

- Ongoing support to ensure the wellbeing of people with disability is recognised and upheld.
- Members are comfortable and their voices are heard about important decisions.

POLICY

The safe environment policy aims to:

- Take preventative, proactive and participatory approach to member safety.
- Empower members to participate in decisions which affect their lives.
- Create a culture of openness that supports all persons to safely disclose risks of harm to members.
- Respect diversity in cultures and/or child-rearing practices while keeping safety paramount.
- Ensure appropriate conduct and behaviour towards members is firmly established.
- Screening processes in place for members ensuring suitability and development opportunities.
- Clearly dictate where to report suspected abuse, neglect or mistreatment promptly to appropriate authorities; and
- Open communication with members, volunteers and families to ensure safe environments are maintained.

Strategies embedded within the organisations functioning that uphold key safe environment values

- Continuous review of safe environment practices and standards.
- Business monitoring activities.
- Working with Children checks.



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- Ensuring up to date compliance with national frameworks.

Developmental, Preventative and Corrective Measures

Building provider capacity and best practices

BPFPP builds its best practice capabilities by ensuring positive organisational cultures where members and their families feel comfortable raising issues. We ensure our volunteers are responsive to issues and maintain continuous commitment to improvement.

Screening volunteers

BPFPP recognises that volunteer screening is a necessary element of safeguarding within the recruitment process. Screening operates before a person is allowed to be involved within BPFPP, while this person is volunteering and after volunteering to ensure no further misconduct in future employment.

Corrective action

The BPFPP continually monitors the conduct of its volunteers. We also reduce restrictive practices and ensure people with disability have access to additional supports when needed.

Ensuring provider safety and quality

BPFPP is cognisant of and meets the governments duty of care obligations. Our policies and procedures for child safety, risk management and the handling of complaints and feedback ensure the safety and quality of support provided to people with disability.