



Stealers Baseball and Softball Club Inc
ABN 21 664 105 236

Child Safe Risk Management Plan

Version: 1.0

Date: May 2026

Approved by: Committee of Stealers Baseball and Softball Club Inc

Next review: By 15 May 2029

1. Purpose

This Child Safe Risk Management Plan identifies the key risks of harm to children and young people in all Club activities and sets out the practical measures Stealers Baseball and Softball Club Inc will take to eliminate or minimise those risks. The Club has zero tolerance for child abuse or harm. This Plan supports our Child Safe Policy, Child Safe Code of Conduct, Human Resources Policy, and Complaint Management Policy. It complies with the 10 Child Safe Standards, the Children's Guardian Act 2019 (NSW), the National Integrity Framework, Baseball Australia's Safeguarding Children and Young People Policy, and Sport Integrity Australia guidelines.

2. Who the Plan Applies To and Acknowledgement Requirements (section a)

This Plan applies to everyone associated with the Club, including:

- Committee members, office bearers and staff
- Coaches, assistant coaches, team managers and officials
- Volunteers and contractors
- Players and participants (including children and young people)
- Parents, carers, guardians and family members
- Spectators and visitors

All adults in child-related roles (committee members, coaches, officials, volunteers and contractors) must sign an acknowledgement that they have read, understood and will comply with this Plan:

- Upon commencement in their role
- Annually at the start of each season

- Whenever the Plan is updated

The Club Secretary / Child Safe Officer will maintain a secure register of all signed acknowledgements (including date and version). Records will be kept indefinitely.

3. Risk Settings and Mitigation Measures (section b)

The Club has identified the main settings where adults and children interact and where risks of harm may arise. Below are the key risks and the specific controls we have implemented:

Risk Setting	Identified Risks of Harm	Mitigation Measures
Training sessions & practice	Inappropriate physical contact, one-on-one coaching, emotional abuse	Minimum 2 adults present; open/public areas only; no private messaging; positive coaching language enforced via Code of Conduct
Games & matches (home/away)	Spectator behaviour, boundary breaches, unsupervised contact	Clear spectator Code of Conduct; designated child-safe zones; parents encouraged to attend; officials monitor sidelines
Clubrooms / changing facilities	Privacy breaches, unsupervised access	Separate adult/child change times where possible; constant adult supervision; no photography without consent
Travel & transport	Inappropriate behaviour in vehicles, isolation	Parental consent forms; no child transported alone with one adult; group travel preferred; seat-belt and behaviour rules
Overnight stays / carnivals	Higher risk of grooming or abuse due to extended contact	Written parental consent; minimum 2 adults per group; separate sleeping arrangements; 24/7 supervision roster

Online / digital communication

Grooming via messaging, inappropriate content, sharing of images

All communication via group channels (parent CC'd); no private chats; club-approved platforms only; consent for photos/videos

4. Mitigation Measures – Physical and Online Environments (section c)

Physical Environment

- All activities occur in open, visible spaces wherever possible.
- Appropriate adult-to-child supervision ratios are maintained at all times.
- Working with Children Checks (WWCC) are verified for all adults in child-related roles.
- Clear boundaries are enforced through the Child Safe Code of Conduct.

Online Environment (the Club uses email, social media, team apps and messaging for fixtures, meet times and updates)

- All digital communication with children is copied to parents/carers.
- Private one-to-one messaging between adults and children is prohibited.
- Photos and videos of children are only taken/shared with parental consent and never posted without approval.
- Club social media pages are publicly viewable and moderated by the Child Safe Officer.
- Children and parents are advised never to accept friend requests from Club adults on personal accounts.

5. Review Mechanism (section d)

This Risk Management Plan will be reviewed:

- At least every 1–3 years (as part of the annual policy review cycle), and
- Immediately after any serious incident, complaint, near-miss, legislative change, or significant change in Club activities.

Reviews will be led by the Child Safe Officer in consultation with the Committee, children, parents and members where appropriate. Any updates will be communicated to all stakeholders and re-signed by relevant adults.

6. Sharing the Plan (section e)

A copy of this Risk Management Plan (or a clear summary) will be:

- Shared with parents/carers and children ahead of any away fixtures, carnivals, overnight stays or major events.
- Included in the pre-season information pack and made available on the Club website.
- Discussed at the annual parent information night and team meetings.

This ensures children and parents are fully aware of the measures in place to keep them safe.

7. Related Policies

This Plan must be read in conjunction with:

- Child Safe Policy (including Statement of Commitment)
- Child Safe Code of Conduct
- Human Resources / Recruitment Policy
- Complaint Management Policy

All policies are available on the Club website or by request from the Secretary or Child Safe Officer.