



Brisbane Excelsior Child Safety Policy

Last updated: June 2026

1.1 Purpose

The Brisbane Excelsior organisation is committed to the safety, wellbeing, and empowerment of all children and young people who participate in our bands, programs and events. This policy outlines our approach to creating a child-safe environment in accordance with Queensland legislation, the 10 Child Safe Standards, the Universal Principle, and the United Nations Convention on the Rights of the Child (UNCRC).

1.2 Scope

This policy applies to all Brisbane Excelsior members, volunteers, guardians, and participants involved in child-related activities.

1.3 Legislative Framework

This policy aligns with:

- Child Safe Organisations Act 2024 (Qld)
- Working with Children (Risk Management and Screening) Act 2000 (Qld)
- Child Employment Act 2006 (Qld)
- Blue Card System requirements
- 10 Child Safe Standards (QFCC)
- United Nations Convention on the Rights of the Child (UNCRC)

1.4 Commitment to Child Safety and Cultural Safety

Brisbane Excelsior upholds the rights of all children and young people, with a universal principle of cultural safety for Aboriginal and Torres Strait Islander children. We are committed to:

- Providing physically, emotionally, and culturally safe environments
- Empowering children to participate in decisions affecting them
- Listening to and acting on feedback from children and families
- Zero tolerance for child abuse or harm

1.5 Child and Youth Risk Management Strategy (CYRMS)

Brisbane Excelsior maintains a current CYRMS, including:

- Statement of commitment to child safety and cultural safety
- Code of conduct for interacting with children
- Procedures for recruiting and managing volunteers
- An overarching risk management plan for all standard organisation activities, including online environments and offsite events
- Use of specific risk assessment tools and templates where appropriate
- Procedures for handling disclosures, complaints, and reportable conduct

1.6 Blue Card and Screening Requirements

All Executive members of Brisbane Excelsior are required to have either a Blue Card or an Exemption Card.

Not every member of Brisbane Excelsior is required to hold a Blue Card or Exemption Card unless:

- They are the executive and directors of a Junior Band who must hold a Blue Card or Exemption Card as they are specifically working with children (under 18 years of age).
- The Executive members only of a senior or open grade band, must have a Blue Card or Exemption Card if there are members of the band under 18 years of age.

Those members requiring a Blue Card according to the above criteria must have it linked to Brisbane Excelsior through the Blue Card Services portal.

1.7 Safe Environments

Brisbane Excelsior ensures:

- Adequate supervision ratios at all events
- Compliance with the risk assessments for standard activities, including travel, accommodation, and online engagement and consideration of risks outside the scope of that assessment
- Safe transport and accommodation arrangements
- Online safety protocols for digital communications, social media, and virtual rehearsals

1.8 Child Participation and Feedback

Brisbane Excelsior values the voices of children and young people. We will:

- Provide opportunities for children to participate in decision-making and policy reviews
- Encourage feedback through direct consultation
- Ensure children know how to raise concerns or complaints

1.9 Reporting and Responding to Concerns

Brisbane Excelsior will provide guidance and templates to affiliated members for assistance in:

- Reporting suspected harm, abuse, or reportable conduct
- Responding to disclosures from children
- Ensuring confidentiality and support for affected individuals
- Providing accessible reporting mechanisms
- Investigating complaints with clear timeframes, escalation pathways, and support for all parties

1.10 Accessibility and Inclusion

Brisbane Excelsior ensures this policy is accessible to all children and families by:

- Providing the policy in a publicly accessible location (online)
- Explaining the policy in child-friendly language
- Supporting children and families with additional needs

1.11 Implementation and Monitoring

Brisbane Excelsior will:

- Implement this policy through supervision and operational procedures
- Monitor compliance using regular reporting and revising annually
- Evaluate effectiveness through feedback and self-assessment

1.12 Public Availability and Transparency

Brisbane Excelsior will:

- Publish this policy and supporting documents on our website
- Make printed copies available upon request
- Communicate updates and review outcomes to stakeholders

1.13 Roles and Responsibilities

- Board and Executive: Oversee compliance, governance, and policy review
- Child Safety Officer: Coordinate implementation and act as a contact for concerns
- Staff and Volunteers: Uphold the policy and report concerns
- Parents and Guardians: Support child safety practices and encourage children to speak up

1.14 Supporting Documents

- Code of Conduct
- Incident Report Form
- Risk Assessment