

Child Safe Organisation By-Law

Approved

28/03/2026

Version 1.0

1. Purpose

This by-law establishes Grange Bowmen Inc's commitment to providing a safe, supportive, and empowering environment for all children and young people involved in club activities. It outlines the standards, responsibilities, and behaviours required to uphold the Universal Principle that the safety and wellbeing of children must always come first.

2. Scope

This by-law applies to:

- All committee members, coaches, instructors, volunteers, and club members
- Contractors, visitors, and any person engaged in club-sanctioned activities
- All club programs, events, competitions, and interactions involving children and young people

3. Commitment to Child Safety

Grange Bowmen Inc is committed to being a Child Safe Organisation and will:

- Prioritise the safety, wellbeing, and empowerment of children in all decisions and actions
- Promote a culture where children feel respected, listened to, and able to raise concerns
- Ensure child safety is embedded in governance, operations, and everyday practice

4. Child Safe Standards

Grange Bowmen Inc adopts and implements the 10 Child Safe Standards, including:

- 1 Culturally safe environments for Aboriginal and Torres Strait Islander children
- 2 Child safety embedded in leadership, governance, and culture
- 3 Child and family involvement in decision-making
- 4 Equity and inclusion for all children
- 5 Child-focused complaints processes

- 6 Robust responses to child safety concerns
- 7 Ongoing staff and volunteer training in child safety
- 8 Safe recruitment, screening, and supervision
- 9 Child-safe physical and online environments
- 10 Continuous review and improvement of child safety practices

5. Roles and Responsibilities

Committee: Ensures compliance with legislation, oversees implementation of the Child Safe Standards, and reviews this by-law annually.

Child Safety Officer: Acts as the primary contact for concerns, supports education and reporting processes, and maintains required documentation.

Coaches and Volunteers: Model safe behaviours, follow all policies, complete required training, and report concerns immediately.

Members: Treat children with respect, follow club policies, and contribute to a safe environment.

6. Behavioural Expectations

All adults involved with Grange Bowmen Inc must:

- Maintain appropriate professional boundaries
- Avoid one-on-one unsupervised situations with children where possible
- Use respectful, age-appropriate communication
- Never engage in behaviour that could be perceived as grooming, intimidation, or harm

7. Reporting and Responding

All concerns, disclosures, or suspicions of harm must be reported immediately to the Child Safety Officer or a committee member.

The club will follow mandatory reporting requirements and cooperate fully with authorities.

No person will be penalised for making a report in good faith.

8. Training and Education

Grange Bowmen Inc will ensure:

- All committee members, coaches, and volunteers complete approved child safety training
- Ongoing education is provided to maintain awareness and compliance

9. Review

This by-law will be reviewed annually or sooner if legislation, standards, or club operations change.

10. Approval

This By law was endorsed by the Management Committee and adopted on 28 of March 2026.

11. Version history

Date	Version	Action	Description / comments
28 February 2026	0.01	Created by Therese O'Connor	New document
28 March 2028	1.0	Endorsed by Management Committee	Version 1