

# QUEENSLAND TONGA RUGBY LEAGUE WORKING WITH CHILDREN POLICY



## Working with Children Policy

Policy number	3	Version number	1
Drafted by	QTRL Chair Person and Secretary	Board approval on	20th February 2025
Person Responsible	QTRL Chair Person and Secretary	Scheduled review date	February 2026

### QTRL CORE VALUES Faith, Culture, Respect.

#### OVERVIEW

The purpose of this policy is to clearly state the requirements and expectations of zones, leagues and the state governing body in ensuring the appropriate safeguarding measures are in place to protect children within their organisation.

All QTRL Volunteer Members, QTRL affiliated leagues and clubs are legally required to operate in line with the [Working with Children](#) requirements.

#### APPLICATION

All clubs and leagues affiliated to the **Queensland Tonga Rugby League (Inc)**

##### Working with Children Assessment

All coaches, team managers, committee members or any other appointed person within an association must be assessed as to whether they require a Working with Children Check using the following three questions as outlined below:

- Are you or any of your employees, volunteers or students doing paid, unpaid or volunteer work in connection with any of the categories of child-related work? The 4 most common categories are:
  - [Individuals requiring a blue card](#)
  - [Industries requiring a bluecard](#)
  - [Running a child-related business](#)
  - [Interstate working with children check](#)
- Do the usual duties of the work involve, or are they likely to involve, contact with a child (where that child is not a fellow employee or employed by you)?
- Does an [exemption](#) apply? If an employee, volunteer or [student](#) is exempt they are ineligible to apply for a Blue Card Check. Please see [Apply for a blue card or exemption card](#) for a full list of exemptions.

#### LEAGUE ROLES

##### Coaches

Coaches (senior or assistant) that have duties that usually involve or are likely to involve contact with children require a Blue Card Check. A Working with Children Card is needed if there will be any involvement at all with children. In other words, if a coach is engaged to coach 1 child aged 17 or under and 50 adults, that will be enough to require that the coach have a Working with Children Card.

Coaches who may require a Working with Children Card include:

- All appointed State Coaches

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- All appointed Community Umpire Coaches
- All Appointed Zone Coaches

### Exemptions

Certain people fall within an exemption category and therefore must not apply for a Blue Card Check. The following are some examples of exemptions and a full list can be [found here](#):

#### ***Volunteers/Unpaid students who are under 18***

- Volunteers or unpaid students on placement who are under 18 years of age
- Parents volunteering in activities where their child is also involved (at the same zone). This exemption **does not** apply to parents volunteering at overnight camps attended by their children.

## CLUB REQUIREMENTS

### Blue Card Card Checking

- Upon receipt of a Blue Card must complete a [Blue Card Validation](#) to check whether the Blue Card Card is valid in Queensland.
- To ensure a zone knows if a volunteer receives a Negative Notice or Interim Negative Notice, all clubs must [Link the card holder](#) to QTRL Organisation before they start work.
- If someone is deemed an unacceptable risk to children, they will be issued with a Negative Notice (or an Interim Negative Notice if the risk to children is significant while the application is assessed). As the person's registered organisation you are notified of a Negative Notice or Interim Negative Notice, and clubs must immediately stop that person from carrying out child- related work.
- Clubs must provide QTRL with a copy of a member's Blue Card upon request.

### Reporting

- All child protection related incidents must be reported to the QTRL website [www.qtrl.com.au](http://www.qtrl.com.au)

### Monitoring & Assessing Volunteers

- All Zones are required to appoint a committee member as responsible for ensuring the zone is conducting the Working with Children Checks in line with their legal requirements. QTRL and its partners will provide regular training opportunities for these people.

### Additional Screening of Volunteers

It is acknowledged that the Working With Children Act is only a small part of creating a child safe environment, so the QTRL also recommends that clubs implement the below additional measures:

1. Interviews
2. Reference Checks
3. Volunteer National Police Certificate

## HOW TO APPLY

To help ensure the safety of children and young people in Queensland, the blue card system stops certain people from holding or applying for a blue card. Find out if you are [eligible to hold a blue card](#).

To apply for a blue or exemption card, follow these 3 steps.

1. Have your [CRN](#) nearby to reference.
2. [Register for an online account](#). This is how we verify your identity and get the photo for your card.
3. Apply for your blue or exemption card using the [online applicant portal](#) or download the [paper form](#).