



REDLANDS CRICKET INC

BLUE CARD POLICY

Policy aligned to current Queensland Government and Queensland Cricket frameworks

Document owner	President / Committee	Approved by	Committee / Board
Version	2.0	Status	Approved
Approval date	9 th July 2026	Review date	12 months from approval or earlier if legislation/frameworks change
Effective date	9 th July 2026	Next review	9 th July 2027
Supersedes	Blue Card Policy dated 1 December 2021 / prior child safety documents as applicable	Related documents	Code of Conduct; Complaints Policy; Member Protection framework; Safeguarding procedures

1. Purpose

Redlands Cricket Inc (RCI) is committed to providing a safe, inclusive, and child-focused cricket environment. This policy sets out how RCI manages blue card obligations and related screening requirements for people who work or volunteer with children and young people in club activities. It is intended to operate consistently with current Queensland legislative requirements, Queensland Cricket expectations, and Australian Cricket's safeguarding approach.

This Code operates alongside the Club's other conduct, safeguarding and integrity policies and is intended to be read together with them.

2. Scope

This policy applies to all office bearers, executive and committee members, employees, contractors, coaches, managers, volunteers, officials, umpires, scorers and any other person engaged by or acting on behalf of RCI in roles involving children or young people, or in roles that create access to children or their personal information.

3. Policy principles

- The safety and wellbeing of children and young people is paramount.
- RCI adopts a conservative compliance position where child safety is concerned.

- Blue card compliance is a minimum safeguard and forms only one part of RCI's broader safeguarding framework.
- RCI will maintain systems, training, and oversight to support ongoing compliance and safe practice.

4. No Card. No Link. No Start.

No person is to commence child-related work or volunteer duties for RCI unless their blue card or exemption card is valid, their identity has been reasonably verified, and they have been linked to RCI through the Blue Card Organisation Portal where required. A person whose card has lapsed, been suspended, cancelled, or cannot be verified must not perform child-related duties until the matter is resolved.

5. Roles that require a blue card or exemption card

By club policy, the following roles must hold a current blue card or approved exemption card before commencing duties:

- All executive and committee positions;
- All coaches and managers of any team that includes a junior player;
- Umpires and officials working in junior cricket or any cricket environment involving children and young people;
- Employees, contractors and volunteers who provide services directed mainly towards children or conduct activities mainly involving children;
- Persons with regular access to children's personal information where the role is connected to child-related work and safeguarding risk.

RCI strongly encourages all volunteers involved in junior, girls, pathway or community cricket involving children and young people to hold a current blue card, even where a legislative exemption may be available.

6. Exemptions and parent volunteers

RCI recognises that some exemptions may apply under Queensland law, including exemptions for certain under-18 persons and certain professions. RCI also recognises the standardised parent volunteer exemption. However, where a parent volunteer role involves activities beyond their own child's participation, overnight activities, close personal contact with another child, or any higher risk safeguarding context, RCI may require a blue card as a condition of undertaking the role.

Any person relying on an exemption must notify RCI before commencing duties, provide evidence of the exemption or professional status, and comply with all other safeguarding, conduct, induction and reporting requirements of the club.

7. Recruitment, screening and onboarding

- RCI will assess whether a role requires a blue card or exemption card before appointment or engagement.
- For relevant roles, RCI will confirm the person holds the correct card type for the role.
- RCI will take reasonable steps to verify the person's identity.
- RCI will link the person to the club in the Blue Card Organisation Portal when they commence and delink them when they cease in the role.
- No offer or appointment is to be treated as fully effective for child-related duties until screening requirements have been met.
- Where required, safeguarding induction, code of conduct acknowledgement, member protection declaration and training completion must also occur before the person commences unsupervised duties with children.

8. Register and record keeping

RCI will maintain a current and secure blue card register for all relevant personnel. The register and supporting records should include, as applicable:

- Full name and role;
- Blue card or exemption number and expiry date;
- Date identity was verified;
- Date linked to the club and date delinked;
- Evidence of any exemption relied upon;
- Records of induction, declarations and required training;
- Details of any notification relating to suspension, cancellation, renewal or another status change.

Records must be stored securely in the club's approved recordkeeping environment, with access limited to authorised personnel who need that access for safeguarding, governance or compliance purposes.

9. Roles and responsibilities

9.1 Committee

- Adopt and periodically review this policy;
- Appoint or confirm responsibility for blue card administration;
- Ensure adequate oversight of safeguarding and compliance measures;
- Support corrective action where non-compliance is identified.

9.2 President / delegated child safety lead

- Provide oversight of policy implementation;
- Ensure appropriate escalation of safeguarding concerns;
- Report material compliance issues to the committee.

9.3 Blue Card Administrator / Secretary / Club Administrator

- Maintain the club's linkages in the Blue Card Organisation Portal;
- Maintain the blue card register and supporting records;
- Monitor expiry dates, renewals and status changes;
- Ensure new appointees are screened before they commence relevant duties.

9.4 Coaches, managers, officials and volunteers

- Maintain their own current blue card or exemption where required;
- Promptly notify the club of any change affecting their card status or eligibility;
- Comply with this policy, the code of conduct and all safeguarding directions.

10. Training and child safe framework

Blue card screening is only one part of RCI's overall child safeguarding framework. RCI will operate this policy alongside its Child and Youth Risk Management Strategy, codes of conduct, complaints handling procedures, member protection expectations, safeguarding reporting pathways and any Queensland Cricket or Cricket Australia safeguarding requirements.

RCI requires committee members, coaches, managers and other relevant personnel to complete safeguarding induction and any club-mandated child safety, complaint handling or member protection learning modules. Evidence of completion may be requested and retained on file.

11. Responding to concerns and complaints

If a child is in immediate danger or there is an immediate threat to life or safety, call Police on 000 immediately.

Any concern about child safety, inappropriate conduct, suspected harm, or a possible breach of this policy must be reported promptly through the club's safeguarding, complaints or escalation process. The club may seek guidance from Queensland Cricket safeguarding contacts or refer matters through relevant cricket integrity channels where appropriate.

12. Non-compliance

- Immediate removal from child-related duties;
- Suspension from the relevant role while the matter is assessed;
- Refusal or withdrawal of appointment;
- Referral to Queensland Cricket, Blue Card Services or another appropriate authority where required;
- Disciplinary action under club rules, codes, or governance processes.

13. Review and continuous improvement

This policy will be reviewed annually and when legislation changes, Queensland Cricket updates its framework, an audit identifies improvement actions, or the club's operations or risk profile changes.

14. References

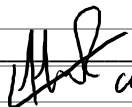
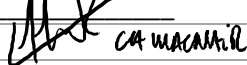
- Working with Children Check Act 2000 (Qld).
- Blue Card Services – organisation obligations, compliance and Child and Youth Risk Management Strategy resources.
- Child Safe Organisations Act 2024 (Qld).
- Queensland Cricket Blue Card Policy.
- Queensland Cricket safeguarding children and young people resources.
- Australian Cricket Policy for Safeguarding Children and Young People.

15. Definitions

- **Blue Card** – A current Queensland Working With Children Check clearance issued by Blue Card Services.
- **Exemption Card** – A current exemption card issued by Blue Card Services for eligible persons.
- **Child or Young Person** – A person under 18 years of age.
- **Child-Related Work** – Work or volunteering that falls within the scope of Queensland working-with-children legislation or any role designated by RCI as requiring child-safety screening.
- **Restricted Person** – A person who may not apply for, hold or rely upon a blue card under Queensland legislation.

15. Adoption

Adopted by Redlands Cricket Inc on 9th July 2026.

President		Date 9 th July 2026
Secretary	 CA Macmillan	Date 9 th July 2026