



Queensland Cricket - Blue Card Policy

Version: 20.1

Effective Date: 08/12/2025

Review Date: 01/07/2026

Approved By: Board / CEO

Scope: This policy applies to:

- All employees, contractors, consultants, and interns of Queensland Cricket
- Volunteers engaged by Queensland Cricket, whether directly or through affiliated organisations
- Clubs, associations, committees, and other affiliated bodies
- Any individual working with or supervising children in cricket settings; and
- Active Board members

Version	Issue Date	Comments	Created By	Approved By	Approval Date	Next Review Date
20.1	15/12/2025		PAC	CEO	15 th December 2025	15/12/2026
20.2	24/02/2026		PAC/STRATEGY	COO	7th March 2026	01/07/2026

Introduction

Queensland Cricket is committed to creating safe, positive and child friendly cricket environments across Queensland. The Blue Card system plays a vital role in ensuring the safety and wellbeing of children participating in our sport.

The Queensland Cricket Blue Card Policy aligns with the current legislative requirements under the [Child Safe Organisations Act 2024](#) and the [10 Queensland Child Safe Standards](#). The aim is to support Clubs & Associations to deliver safe, inclusive, and compliant environments across the statewide network.

Purpose

The purpose of the Blue Card Policy is to ensure the safety and wellbeing of children and young people involved in cricket in Queensland by implementing robust organisational practices and procedures that meet the legislative requirements of the day. It also seeks to position cricket as a leader in child safety across the state. As the state’s governing body, we have a responsibility to





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ensure that every person working or volunteering with children meets the legal requirements of the Queensland Blue Card system.

Requirements

Blue Card Requirements apply across Queensland Cricket and all affiliated Clubs, Associations, Committees, and delivery partners.

Who Requires a Blue Card:

Queensland Cricket **strongly recommends all volunteers** in Clubs & Associations hold a current Blue Card (or exemption cards from their paid profession). This supports best practice child safeguarding and ensures clubs are proactive in protecting children and young people.

However, the following positions must hold a Blue Card under the legislative requirements:

- Queensland Cricket Association employees, contractors, and volunteers including event contractors
- All executive and committee positions at a club/association.
- Umpires at all levels of the game.
- Coaches and managers of any team with a junior player. *

*Note that the legislation provides that a parent volunteering at the same place their child is participating in activities does not need a Blue Card (under the condition that the individual provides evidence that they are not a [restricted person](#)). Notwithstanding this, Queensland Cricket strongly recommends that anyone who conducts activities with children, including parents, have a Blue Card. This will be at the discretion of the Clubs & Associations.

Exemptions:

If you are acting in your professional capacity as any of the below you will not need a blue card.

- Queensland registered teacher.
- Queensland Police officers.
- Registered health practitioners.
- Corrective Services officers.

However, all exemptions **must** be verified by having a successful Exemption Card Application. The Exemption Card information must then be recorded on the Blue Card Organisation Portal.

When Screening Must Occur:

1. Queensland Cricket Employees & Contractors

Queensland Cricket (QC) requires that Blue Card screening is completed during the recruitment and engagement process and prior to any verbal or written offer of employment or contractor engagement being issued.

No offer (formal or informal) is to be made until:

- A current and valid Blue Card is confirmed; or





- A Blue Card application has been submitted, and the individual has received confirmation from the relevant authority that they may commence work under the “pending application” provisions (where legally permitted).

Under no circumstances is an individual to commence child-related work without appropriate screening confirmation.

Responsibility for compliance sits with the hiring manager in partnership with People & Culture.

2. Affiliated Clubs and Associations

Affiliated Clubs and Associations must ensure that any individual undertaking child-related work, whether in a paid or volunteer capacity, holds a valid Blue Card or has met the legal requirements to commence under a pending application status before commencing any child-related duties.

Screening must be completed:

- Prior to the individual beginning any child-related work; and
- In accordance with all obligations under Queensland child protection legislation.
- Clubs and Associations are responsible for maintaining accurate Blue Card registers and ensuring ongoing monitoring and renewal compliance.
- Queensland Cricket reserves the right to request confirmation of compliance at any time.

To link an individual’s Blue Card to your service, you will need to either:

- Create a link in the Blue Card Organisation Portal manually.
- Submit a Link a person to your organisation form.

Remember **No Card, No Link, No Start**.

For non-employees (e.g., contractors or business operators), verify their Blue Card is valid before they begin work using Blue Card Services’ [online validation tool](#).

Monitoring and Compliance

Queensland Cricket Responsibilities:

- Maintain a current Blue Card employee register.
- Link individuals via the Blue Card Organisation Portal.
- Verify Blue Cards and exemptions for all relevant staff and contractors.
- Provide statewide guidance and updates to Clubs & Associations.
- Conduct periodic compliance audits of Clubs & Associations.
- De-link employees upon termination of employment

Club & Association Responsibilities:

- Maintain a current Blue Card employee register for volunteers and officials.
- Link individuals via the Blue Card Organisation Portal.
- Verify Blue Cards before engagement.





- Notify Queensland Cricket of suspensions or concerns.
- Maintain ongoing renewal and compliance processes.
- Provide Queensland Cricket with their Blue Card employee register upon request.
- De-link individuals upon cessation of volunteer or paid work

Child Safe Standards Alignment

This policy supports compliance with Queensland 10 Child Safe Standards by:

- (i) Embedding child safe practice through strong screening.
- (ii) Ensuring suitability and support for people working with children.
- (iii) Maintaining monitoring, review, and continuous improvement.

Blue Card screening and compliance is one part of Queensland Cricket's broader safeguarding children and young people approach, including Codes of Conduct, reporting processes, risk assessments, and protective behaviors.

Record Keeping

Queensland Cricket and all affiliated Clubs & Associations must maintain a current employee register that includes the following details for all employees:

- Blue Card numbers and expiry dates.
- Verification evidence.
- Exemption documents (QCT, QPS).
- BlueCard Portal linking.
- Role assessments indicating Blue Card requirements.
- Suspension/cancellation notices.
- Training and induction record.

You can use the [Employee Register template](#) provided by Blue Card Services to streamline your record-keeping. This ensures you are ready for audits or compliance checks at any time.

Non-Compliance

Failure to meet your Blue Card obligations can result in significant penalties for your service. To avoid breaches, remain vigilant and ensure you consistently meet all requirements. By adhering to these obligations, you protect your service, your staff and most importantly the wellbeing of the children and families you support.

Non-Compliance may result in:

- Immediate removal from cricket child-related duties.
- Suspension of engagement pending review.
- Internal disciplinary action.
- Reporting to Blue Card Services.
- Review of Club/Association compliance standing.
- Escalation through Queensland Cricket's Integrity Framework.

Training and Support

Queensland Cricket Provides:

- Annual internal training.





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- Templates and guidance for Clubs & Associations.
- Induction materials outlining obligations.
- Legislative updates.
- Access to expertise for interpreting Blue Card requirements.

Documentation and Reporting

1. Legislative Compliance

Queensland Cricket's Blue Card Policy is informed by and aligned to the following legislation, standards and regulatory frameworks:

- *The Child Safe Organisations Act (2024)*
- *Working with Children (Risk Management and Screening) Regulation 2020 (Qld)*
- *Queensland 10 Child Safe Standards (2025)*
- *Blue Card Services Organisational Portal Requirements*
- *Child Protection Act 1999 (Qld)*
- *National Principles for Child Safe Organisations*

2. Review and Approval

This policy will be reviewed every 12 months, or sooner if:

- Legislation or Child Safe Standards change.
- Audits identify improvement needs.
- QC safeguarding frameworks are updated.
- New risks emerge across the cricket network.

All updates must be approved by WHS Committee, The Executive Leadership Team and Board

Policy Owner: Chief Operating Officer

Approved By: Chief Executive Officer

Approval Date: 07/03/2026

Review Date: 01/07/2026

Version: 1.2

