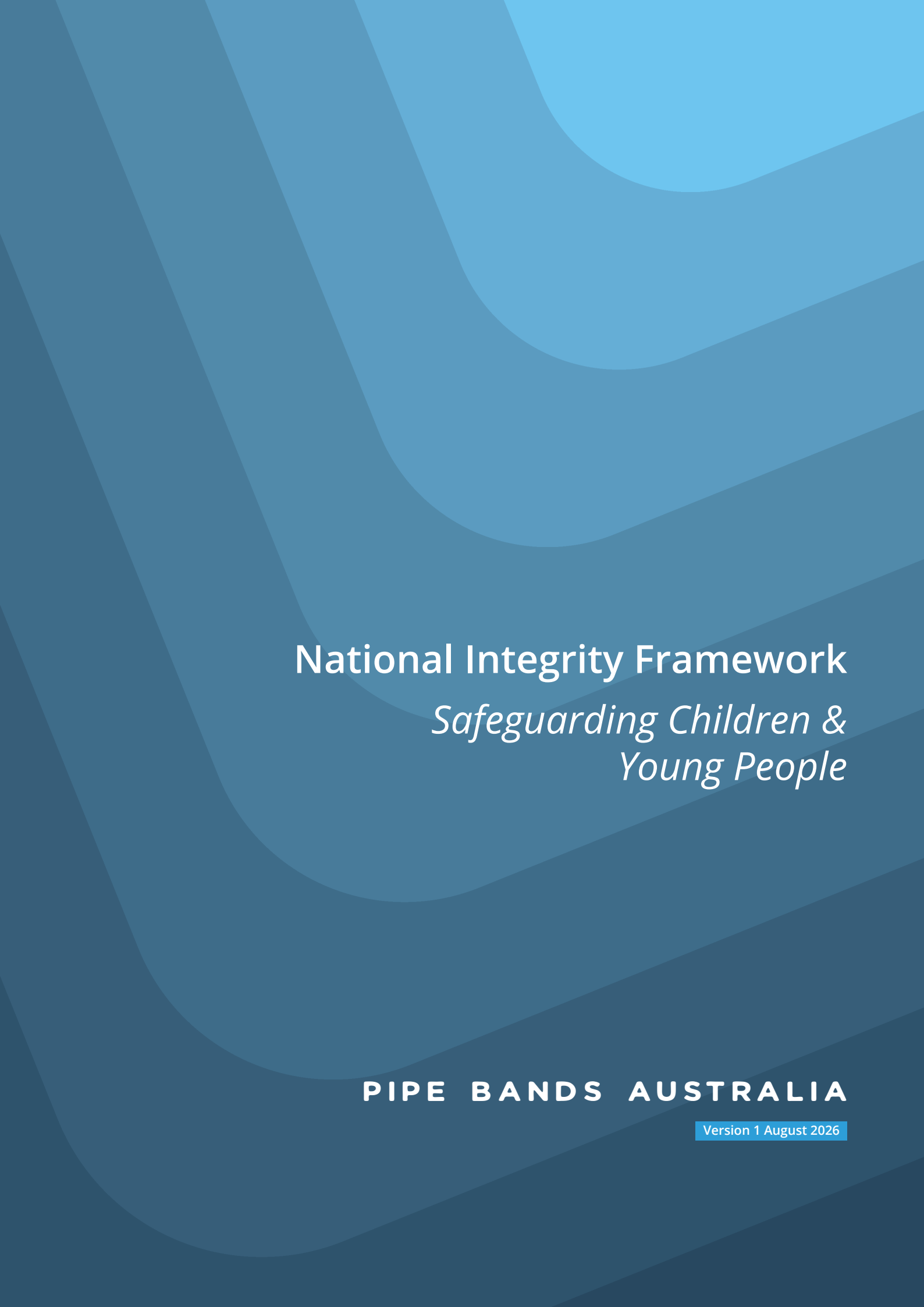




National Integrity Framework

*Safeguarding Children &
Young People*

PIPE BANDS AUSTRALIA

Version 1 August 2026

	Name	Position	Date
Prepared by	Joel Solak	National Management Committee	21-12-2025
Through	National Management Committee		13-07-2026
Approved	National Management Committee		13-07-2026

Version Controls

	Published	Amendments	Responsible Party
Version 1	Draft only	<i>Not applicable</i>	J. Solak
Version 2	01-08-2026	Amended post Council feedback.	J. Solak

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Definitions

Capitalised terms used in this Policy have the meanings assigned to them in the Pipe Bands Australia National Integrity Framework unless otherwise specified.

Purpose & Commitment

Pipe Bands Australia (PBA) is committed to safeguarding Children and Young People and to providing safe, inclusive, and respectful environments across all activities conducted under its auspices.

PBA has zero tolerance for any form of abuse, harm, exploitation, or neglect of Children and Young People. All Children and Young People have the right to participate in pipe band activities in an environment that promotes their safety, wellbeing, dignity, and development.

This Policy establishes the standards of behaviour, responsibilities, and processes required to protect Children and Young People involved in PBA activities.

Relationship to the National Integrity Framework

This Policy forms part of the Pipe Bands Australia National Integrity Framework and operates in conjunction with:

- the PBA Code of Conduct
- the PBA National Communication & Online Conduct Policy
- the PBA Member Protection Policy
- the PBA Complaints, Disputes and Discipline Policy

Where behaviour may constitute a criminal offence, this Policy operates alongside, and does not replace, obligations under applicable child protection and criminal legislation.

This Policy must be read in conjunction with the Pipe Bands Australia National Integrity Framework, including the definitions and interpretation provisions contained within that Framework.

Scope and Application

Who this Policy applies to

This Policy applies to:

- all Relevant Persons; and
- all Relevant Organisations

involved in or connected with PBA activities.

When this Policy applies

This Policy applies at all times when a Relevant Person or Relevant Organisation is:

- participating in or attending a PBA-sanctioned activity;
- acting in an official or representative capacity for PBA; or
- engaging in conduct (including online or electronic communication) that has a recognised connection to PBA activities.

Private interactions with no connection to PBA activities fall outside the scope of this Policy.

Prohibited Conduct

PBA requires all Relevant Persons to maintain appropriate professional boundaries with Children and Young People.

Child Safe Practices include, but are not limited to:

- maintaining professional, respectful, and age-appropriate interactions at all times;
- avoiding one-to-one or unsupervised contact where practicable, including in online environments;
- ensuring electronic and online communications with Children and Young People are transparent, appropriate, and connected to legitimate PBA activities;
- obtaining appropriate parental consent for photography, recordings, travel, or participation in activities where required;
- avoiding any behaviour that could reasonably be perceived as favouritism, exploitation, or inappropriate intimacy.

Detailed Child Safe Practices may be set out in an accompanying annexure or guidance document.

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Detailed Child Safe Practices may be set out in an accompanying annexure or guidance document.

Screening & Suitability

Legal compliance

Pipe Bands Australia requires compliance with all applicable child protection and Working With Children Check (or equivalent) legislation in the jurisdiction in which a PBA activity occurs.

Where a Working With Children Check is required by law, Relevant Organisations must:

- verify the currency and validity of the check; and
- not appoint, engage, or permit a person to continue in a Child-Related Role without a satisfactory check.

Proportionate safeguards

Where a Working With Children Check is not legally required or not available, Relevant Organisations must implement proportionate screening and risk-management measures appropriate to the Child-Related Role, which may include:

- referee or character checks;
- role design to minimise unsupervised contact;
- limits on private or one-to-one communications;
- mandatory safeguarding education;
- enhanced supervision or oversight.

Reporting and Responding to Concerns

Immediate risk

If a Child or Young Person is at immediate risk of harm, emergency services must be contacted without delay.

Mandatory reporting

Where a Relevant Person reasonably suspects that a Child or Young Person has been, is being, or is at risk of being abused or neglected, they must comply with any applicable mandatory reporting obligations and, where required by law, report the matter to the relevant child protection authority and/or police.

Internal reporting

All concerns, allegations, or suspected breaches of this Policy must also be reported in accordance with the PBA Complaints, Disputes and Discipline Policy.

PBA will not investigate matters that are subject to active law enforcement or statutory child protection processes unless and until advised that it is appropriate to do so.

Education and Awareness

PBA will promote education and awareness initiatives to support the effective implementation of this Policy.

Relevant Persons performing Child-Related Roles may be required to undertake safeguarding education proportionate to their role and level of interaction with Children and Young People.

Policy Review

This Policy will be reviewed periodically to ensure continued alignment with legislative requirements, the National Integrity Framework, and best practice safeguarding standards.

Legislative Compliance

Pipe Bands Australia recognises that legal obligations relating to child safeguarding, child protection, privacy and Working With Children requirements may differ between jurisdictions and may change over time.

This Policy is intended to operate consistently with applicable legislation and should be read in conjunction with any relevant legal obligations.

Where a provision of this Policy is inconsistent with an applicable legal requirement, the legal requirement prevails to the extent of the inconsistency.

Acknowledgement and Acceptance of Responsibilities

By:

- accepting nomination or appointment to any office-bearing position; or
- being granted membership; or
- participating in a Pipe Bands Australia Activity in a capacity to which this Policy applies,

Relevant Persons and Relevant Organisations agree to uphold and comply with the requirements of this Policy.

Non-compliance may result in education, corrective action, removal of access, disciplinary action, or other outcomes authorised under the Pipe Bands Australia National Integrity Framework.

Appendix A

Child/ Young Person Safe Commitment Statement

Pipe Bands Australia (PBA) is committed to ensuring the safety, wellbeing, and empowerment of all Children and Young People involved in pipe band activities conducted under its auspices.

We recognise that Children and Young People participate in our activities as learners, competitors, performers, and members, and that safeguarding them is a shared responsibility across all levels of the organisation.

Our commitment to keeping Children and Young People safe

We are committed to protecting Children and Young People from harm, abuse, neglect, and exploitation.

This commitment is reflected through our Child Safeguarding and Protection Policy and the broader PBA National Integrity Framework, which set clear expectations for behaviour, reporting, and accountability.

We communicate our commitment to safeguarding to members, office holders, volunteers, bands, and families, and make our policies publicly available.

Inclusion, respect, and diversity

We respect and value the diversity of all Children and Young People and are committed to providing inclusive environments that support safe participation.

We acknowledge that some Children and Young People may experience increased vulnerability, including those who are Aboriginal or Torres Strait Islander, from culturally and linguistically diverse backgrounds, living with disability, in out-of-home care, or of diverse genders or sexualities.

We are committed to ensuring that all Children and Young People feel welcome, respected, and safe to participate in pipe band activities.

Culturally safe and respectful environments

We recognise the importance of culturally safe environments and respect the identities, cultures, and lived experiences of Aboriginal and Torres Strait Islander Children and Young People.

We support respectful engagement, inclusive communication, and practices that promote dignity, cultural identity, and connection to community.

Clear expectations of behaviour

We set clear standards for behaviour toward Children and Young People through our policies, codes of conduct, and child safe practices.

Those involved in PBA activities are expected to maintain appropriate professional boundaries, act with integrity, and prioritise the safety and wellbeing of Children and Young People at all times.

Screening, suitability, and role responsibility

We are committed to minimising the risk of appointing or accrediting individuals who may be unsuitable to work with Children and Young People.

We require compliance with all applicable child protection and Working With Children Check legislation and support proportionate screening and risk-management practices for child-related roles where required.

Education and awareness

We support education and awareness initiatives to help those involved in PBA activities understand their safeguarding responsibilities.

We encourage ongoing learning and engagement with safeguarding practices appropriate to the nature of each role.

Children, Young People, and families

We value the involvement of Children and Young People and their parents or carers.

We seek to communicate clearly about our expectations, encourage feedback, and support open, respectful dialogue to help create safe and positive experiences.

Reporting concerns

We encourage the reporting of any concerns about the safety or wellbeing of Children and Young People.

We recognise that safeguarding concerns must be handled seriously, promptly, and in accordance with the law, and that the safety of Children and Young People always takes priority.

Continuous improvement

We are committed to reviewing and improving our safeguarding policies and practices to reflect evolving legal requirements, best practice, and the needs of our community.

Safeguarding Children and Young People is an ongoing responsibility shared across Pipe Bands Australia.

**PIPE BANDS
AUSTRALIA**

pipebandsaustralia.com.au