

Child Safe Risk Management Plan

Purpose of plan

Creating a child safe environment includes:

1. identifying environmental risks to participants' safety in relation to the activities and services we provide, our physical settings and our online spaces and communication
2. taking action to reduce these risks and children's exposure to harm or abuse.

These risks can change over time if our physical and online spaces change, or different activities or events are provided by NFL ANZ. This may also include unique events, excursions or travel involving participants. Our plan will be regularly reviewed and updated to reflect any changes.

NFL ANZ's Risk Management Plan in the table below sets out these risks, assesses their potential impact, the strategies to help prevent or reduce them, and keeps track of our progress.

Nature of our settings and services provided

NFL ANZ provides American Football related programs, including flag football related training, events and activities, and is involved in a NFL Academy program based at a school for children from the ages of approximately 10 to 18.

These activities and services take place in the following locations:

- A.B. Paterson College, 10 A B Paterson Dr, Arundel, Queensland, Australia;
- sporting fields and sports stadiums in Queensland and elsewhere; and
- from time to time, NFL Academy and NFL Flag participants may travel domestically within Australia and to the United States or other countries as part of their respective programs.

Where necessary, NFL ANZ engages third parties to assist with participant transportation, including coach hire and, while in the USA, other vehicle rental.

Responsibility for Risk Management Plan

The below personnel are responsible for the Risk Management Plan:

- Sabrina Perel (NFL Chief Compliance Officer)
- William Bryce (NFL Academy)
- Adam Blake (NFL Flag)

This version of the plan was completed in January 2026.

Everyone in our organisation should be alert to any risks to children’s safety and draw attention to any concerns that may arise, as set out in our Child Safe Policy.

Our Child Safe Risk Management Plan is available on our website <https://www.nflacademy.com/about/>.

Next review date

The below personnel will review this plan annually in December.

- Sabrina Perel (NFL Chief Compliance Officer)
- Charlotte Offord (General Manager - Australia and New Zealand)
- William Bryce (NFL Academy)
- Adam Blake (NFL Flag)

The plan will be reviewed and updated immediately if there are:

- any incidents involving participants;
- any changes to our physical or online spaces or online communications; and/or
- any changes to the types of activities and services involving participants that we deliver, including unique events on or off-site.

Risk assessment matrix

Determine the overall level of risk using the risk matrix table.

Table 1 Risk assessment matrix

Likelihood	Insignificant impact	Minor impact	Moderate impact	Major impact	Severe impact
Almost certain	Medium	High	Very high	Very high	Very high
Likely	Medium	High	High	Very high	Very high
Possible	Low	Medium	High	High	Very high
Unlikely	Low	Low	Medium	Medium	High
Rare	Low	Low	Low	Low	Medium

Risk Management Plan

Identify settings where interactions occur	Identify risks in these settings	Assess likelihood of risk	Assess consequence of risk	Determine risk rating	Identify and implement strategies to manage risk	Track progress and regularly review
Change rooms and toilet blocks	Hidden from view from supervising adults. Participants' time in change rooms and toilet blocks should be private.	Possible	Major	High	NFL ANZ's Child Safe Policy specifies appropriate change room and toilet block etiquette. Children can be escorted to toilets/changing facilities and, where appropriate, adults may wait outside in an appropriate space so that they can be collected safely.	Ensure these strategies have been implemented
Use of mobile phones	Adults may use their personal devices to take photos of participants.	Likely	Moderate	High	NFL ANZ's Child Safe Policy specifies no photos to be taken of participants without parental permission; regular reminders sent out to everyone when there are special events. A participant's parent or guardian provides NFL ANZ with written consent (media release forms) permitting NFL ANZ to take photos of participants during the relevant program/s prior to the participant attending the	Ensure these strategies have been implemented Reviewed in November – continue to remind everyone at NFL ANZ that taking photos of participants is not allowed unless NFL ANZ has a signed consent form permitting photos of that participant.

					program. Where the participant is over 18 years old, they are capable of signing the consent form on their own behalf.	
Excursions	Adults accompanying NFL ANZ excursions may become frustrated, fatigued with long trips consisting of multiple days, weeks and confrontation with participants may occur.	Unlikely	Moderate	Medium	Regular meetings in the lead up to the excursion clearly establish that no breaches to the Child Safe Code of Conduct will be tolerated; it's been decided that adults will, where possible, supervise in pairs to share the workload.	Ensure these strategies have been implemented Reviewed as needed – a separate Child Safe Risk Management Plan will be developed for longer excursions of more than a couple of hours or if there are participants with diverse needs on the excursion
Excursions	NFL ANZ excursions will rent large vehicles for domestic or international trips.	Possible	High	High	Adults will avoid the situation where they are one on one in a vehicle with a participant. NFL ANZ will, as far as is reasonably practicable, ensure there are two adults present.	Communicate to all adults working the trip in advance of policies
Excursions	Adults enter child's hotel room	Possible	Minor	Medium	Participants should not be alone with adults in their hotel room at any point, unless they are the participant's parent and therefore staying together. If an adult needs to access a participant's room, they should do so with at least one other adult present, and with the door open at all	Communicate to all adults working the trip in advance of policies

					<p>times, consistent with the Child Safe Policy.</p> <p>Adult hotel rooms should be evenly distributed between participants' rooms, to ensure adults are nearby and contactable in an emergency situation.</p>	
Excursions	Children and or adults leave the group	Unlikely	Major	Medium	<p><u>Supervision.</u> Adults must ensure an appropriate level of supervision and adult: participant ratios at all times. All supervision should be transparent, consistent, and appropriate depending on the needs, age, and capacity of the participant/s concerned. The level of supervision required will vary depending on the event and activity.</p> <p><u>Transport.</u> In no circumstances should an adult transport a participant on their own, or outside of an authorised means of travel (such as a coach), unless there is an emergency, or it is necessary to move them such that they are not at risk of harm, e.g., the adult is the participant's parent or guardian. Anyone concerned that a participant or participants might have been transported on their own or otherwise outside of an authorised mode of travel</p>	

					should be report their concerns immediately.	
Volunteers	Parents, professionals, or other students may provide support to NFL ANZ during training, or with events on a one off basis	Almost certain	High	High	Ensure volunteers, have a Blue card or equivalent where appropriate	Ensure event organisers request a volunteer's information prior to the volunteer providing support during NFL ANZ activities and events
Social Media	Content from events, training may be used across NFL ANZ social channels	Almost certain	High	High	Media release forms will be signed by participants and/or their parent/guardian prior to participating in the event. Any participant who does not consent to their photo being taken and/or used by ANZ NFL will be given a wristband.	Ensure media release forms are up to date and present at all events. Ensure content team are briefed on the relevant protocols
Training sessions	Physical contact between participants and coaches during training sessions to assist with technique, positioning, coaching of drills to facilitate the participant's learning	Almost certain	High	High	Physical contact should take place only when it is necessary in relation to a particular activity. It should take place in a safe and open environment i.e., one easily observed by others and last for the minimum time necessary.	The extent of the contact should be made clear to the parent/guardian and once agreed, should be undertaken with the permission of the participant. Contact should be relevant to the participant's age or understanding and adults should remain sensitive to any discomfort expressed verbally or non-verbally by the participant.
Requirement for First Aid	Participants may require first aid or other medical attention when participating in NFL ANZ activities, events and programs, including at schools, venues, excursions, competitions	Possible	Severe	High	Adults should ensure that they are aware of appropriate first aid and medical facilities at venues. Adults should ensure to enquire at the hotel upon arrival as to who is appropriately first aid trained on site, and who they should	

					<p>contact if a participant is unwell or has been injured.</p> <p>Adults should not administer medication or first aid treatment if they are not trained to do so and the required consent has not been provided by a participant's parents.</p> <p>In circumstances where a participant needs medication regularly, the Appropriate Adult and team Safeguarding Contact should be aware of what is required and who if anyone is required to administer it (having obtained appropriate consents where necessary).</p> <p>In case of an emergency, emergency medical services should be called and will take responsibility for administering treatment</p>	
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