

Blue Card System – Information Sheet

Fitness Industry

This information sheet provides information on when a blue card may be required when working with young people under the age of 18 in the fitness industry.

What is the blue card system?

The purpose of the blue card system is to contribute to the creation of safe and supportive environments for children and young people when receiving services and participating in activities which are essential to their development and wellbeing, such as child care, education, sport, and cultural activities.

When do I need a blue card?

Due to the diversity of the fitness industry, blue card requirements depend on the nature of the activities being conducted. Individuals may be captured under various categories of employment including, 'Sport and Active Recreation', 'Health, Counselling and Support Services', 'Private Teaching, Coaching or Tutoring', or 'Child Care'.

If you are self-employed and it is likely you will work with young people, you will need to hold a valid blue card prior to undertaking activities with them. You can do this by completing a *Blue Card Business (BCB) application* form.

If you are a paid employee of a gym or similar organisation and you are required to have a blue card, you are able to work while your blue card application is processing. You can do this by completing a *Blue Card Business (BC) application* form.

I am a business owner/employer, what do I need to know?

You are responsible for managing the blue card process, including:

- ensuring staff who work with young people hold a blue card where required
- completing a *Link an applicant/cardholder to this organisation* form where a staff member already holds a blue card through another organisation

- providing the disqualified person warning prior to a staff member signing a blue card application
- keeping an employee register containing staff blue card information, and
- alerting Blue Card Services of any changes, for example if an employee stops working for you.

For more information regarding your blue card system obligations, please refer to the information sheet titled *Obligations for regulated organisations* on the Blue Card Services website.

Business owners and employers must also implement child and youth risk management strategies. This include policies and procedures aimed at identifying and minimising potential risks of harm to children and young people within your service environment, including codes of conduct, procedures for recruiting and managing staff, and policies for reporting disclosures or suspicions of harm.

Where can I get more information?

To assist organisations to develop and strengthen their child and youth risk management strategies, there are a number of resources available, including a toolkit, videos and information sheets, on the Blue Card Services website at www.bluecard.qld.gov.au.

The table overleaf outlines possible scenarios where blue cards may or may not be required. This list is not exhaustive, please contact Blue Card Services if you require further information.

Child Care

You will require a blue card if you are

- a paid employee regularly* working in the crèche, and/or
- a manager, owner or executive officer of a gym and have responsibility for the crèche.

Sport and Active Recreation

You will require a blue card if you are

- a paid employee of a gym regularly* running classes directed mainly towards young people, and/or
- a manager, owner or executive officer of a gym where child-related activities are undertaken.

Private Teaching, Coaching or Tutoring (Personal Trainers)

You will require a blue card if you are

- employed by a gym as a personal trainer and regularly train young people under the age of 18, and/or
- a self-employed personal trainer and you train or are likely to train someone under the age of 18.

Health, Counselling and Support Services

You will require a blue card if you are

- a paid employee and regularly* provide a health service to someone under the age of 18 that requires physical contact (e.g. massage therapists), or where you are alone with a young person, and/or
- self-employed and provide a health service to someone under the age of 18 that requires physical contact (e.g. massage therapists), or where you are alone with a young person.

*Paid employees must hold a blue card if their work is regulated and they work, or are likely to work for at least:

- eight consecutive days, or
- once a week for each week during a period of four weeks, or
- once a fortnight for each fortnight during a period of eight weeks, or
- once a month for each month during a period of six months.

You will not require a blue card if you are

- employed at a gym and only run classes or supervise activities directed to the whole community, however young people may attend the classes occasionally,
- employed as a manager at a gym that has a crèche but you do not have responsibility for or access the crèche while children are being cared for, and you undertake no other child-related activities, however young people attend the gym,
- a business owner of a gym that does not operate a crèche or does not have staff undertaking child-related activities, however young people attend the gym, and/or
- a health practitioner registered with the Australian Health Practitioner Regulation Agency and are employed or self-employed to undertake work that is relevant to your functions as a health practitioner.