

East Doncaster Netball Club

Child Safe Policy

Purpose

This policy was written to demonstrate the strong commitment of the committee of management, and volunteers of the East Doncaster Netball Club (**the Club**) to child safety and to provide an outline of the policies and practices the Club has developed to keep everyone safe from any harm, including abuse.

Commitment to Child Safety

All children who are a part of the Club have a right to feel and be safe. The welfare of the children in our care will always be our first priority and the Club has a zero tolerance to child abuse. The Club aims to create a child safe and child friendly environment where children feel safe and have fun and the Club's activities are always carried out in the best interests of the children.

Application of this Policy

This policy was developed by the Club and in collaboration with volunteers and the children who use our services and their parents.

This policy applies to all individuals involved in our organisation including, but not limited to:

- Committee members
- Coaches
- Team Managers
- Participants
- Parents
- Spectators.

All of the people to which this policy applies have a role and responsibility in relation to child protection. They must all:

- understand the indicators and risks of child abuse;
- appropriately act on any concerns raised by children; and
- understand and follow all applicable laws in relation to the protection of children and reporting or management of child safety concerns.

Child Abuse

Child abuse can take a broad range of forms including physical abuse, sexual abuse, emotional or psychological abuse and neglect. People to whom this policy applies need to be aware that child abuse can occur whenever there is actual or potential harm to a child, and these are circumstances that the Club is committed to reducing the risk of occurrence.

Children's Rights to Safety and Participation

The Club encourages children to express their views about their safety. We listen to their suggestions, especially on matters that directly affect them. We actively encourage all children who use our services to 'have a say' about things that are important to them.

We teach children about what they can do if they feel unsafe. We listen to and act on any concerns children, or their parents, raise with us.

We communicate this to our children every season during the first training session. This is the President's responsibility in conjunction with the Coaches Co-ordinator.

Valuing Diversity

We value diversity and do not tolerate any discriminatory practices. To achieve this we:

- promote the cultural safety, participation and empowerment of Aboriginal children and their families;
- promote the cultural safety, participation and empowerment of children from culturally and/or linguistically diverse backgrounds and their families; and
- welcome children with a disability and their families and act to promote their participation.

Recruiting volunteers

The Club takes the following steps to ensure best practice standards in the recruitment and screening of volunteers:

- Interview and conduct referee checks on all staff and volunteers
- Require Working with Children Checks for relevant positions.
- Our commitment to Child Safety and our screening requirements (WWCC and reference check) are included as part of the induction process for new volunteers.
- The Codes of Conduct are included as part of the induction process for new volunteers.

Supporting volunteers

The Club seeks to attract and retain volunteers in committee roles, coaches and team managers. We provide support and supervision so people feel valued, respected and fairly treated. We have developed a Code of Conduct to provide guidance to our volunteers, all of whom receive training on the requirements of the Code.

- There is an induction session for coaches at the beginning of each season which includes training on the requirements of the Code.
- Coaches are introduced to committee each year so they can identify who can assist if necessary on game days
- Codes of Conduct are published on the Club's website.
- Parents and players are asked to abide by the Codes of Conduct when they join the Club (check box on the website to agree to the codes when they pay their fees).

Reporting a child safety concern or complaint

The Club has appointed The President as Child Safety Officer with the specific responsibility for responding to any complaints made by, volunteers, parents or children. That person can be contacted in person or by phone. Our complaints process is outlined in the Complaints Policy.

Risk Management

We recognise the importance of a risk management approach to minimising the potential for child abuse or harm to occur and use this to inform our policy, procedures and activity planning. In addition to general occupational health and safety risks, we proactively manage risks of abuse to our children. To reduce the risk of child abuse occurring, adults to whom this policy applies should avoid direct, unsupervised contact with children. For example, this should be a consideration when:

- using change room and toilet facilities;
- physical contact when coaching or managing children.

Flowchart: CHILD SAFETY REPORTING PROCESS



Reviewing this policy

The incoming Committee of Management shall review this policy each year.
