



Warilla Barrack Point SLSC

Title:	Child Safe Policy
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1. OUR COMMITMENT

Warilla Barrack Point SLSC is committed to providing a safe, fair, and inclusive environment to all children and young people (CYP) within our club and throughout our programs and activities.

Every member of WBPSLSC, from committees to volunteers and family members, is responsible to:

- Protect CYP from all forms of abuse and bullying.
- Be aware and report incidents of abuse and or neglect involving CYP within our club, programs, or activities.
- Create a child safe culture that is understood and put into action by all individuals within club facilities and or programs.

This applies to all relevant members and visitors of WBPSLSC, including but not limited to:

- Members
- Management Committee/ Junior Committee
- Age Managers
- Coaching personnel
- Volunteers
- Contractors
- Children and Young People
- Family members, Carers and community
- Sponsors
- Visitors

All Relevant persons to which this applies must comply with this policy when they have any dealings with CYP.

2. PURPOSE

The Purpose of this policy is to confirm WBPSLSC commitment, providing a safe atmosphere where we minimise the risk of abuse, misconduct and misuses of positional power to our CYP. We hope to inform all of our members and volunteers of their obligations and responsibilities in keeping CYP safe. To assist in identifying and preventing behaviour that may be harmful to CYP and

adopting the practices throughout our club as a standard so that all persons within WBPSLSC have the tools needed to carry out the roles, and reporting concerning behaviours they become aware of to a Person in Position of Authority (PPA) or to the police.

3. DEFINITIONS

Abuse means any type of abuse, including physical, emotional, psychological, sexual or an inappropriate use of power.

Bullying means a person or a group of people repeatedly and intentionally using words or actions, or inappropriate use of power, against someone or a group of people to cause distress or a risk to their wellbeing.

Child or Children or CYP means a child or young person, or two or more children or young persons, who is or are under the age or 18.

Child Abuse is the mistreatment of a child that causes, is causing or likely to cause any detrimental effect to the child/rens physical, psychological or emotion wellbeing whether through a series or single act of omissions or circumstances.

- **Physical Abuse**- Occurs when a Child is subject to the application of physical force. Physical abuse includes but not limited to; Shoving, hitting, slapping, shaking, throwing, punching, biting, burning and kicking.
- **Emotional or Physical Abuse**- Occurs when a child does not receive the appropriate attention needed for healthy emotional growth. Such abuse may involve but not limited to; Constant criticism, teasing, threatening, yelling, ridicule, intentional exclusion, continual coldness, bullying, harassment and repeated rejection.
- **Sexual Abuse**- Occurs when a adult or a person of authority (i.e. older or younger. Is more physically or intellectually developed) involves a child in a sexual activity. A CYP cannot give consent, therefore even if 'consent' is given, it still constitutes as sexual abuse. Perpetrators take advantage of CYP. It can include but is not limited to; Making sexual comments, kissing, touching genitals or breasts, oral sex, or intercourse with a CYP. Sexual exploitation is also a form of sexual abuse. Such

materials include but are not limited to; asking a CYP to participate in sexual conversations over social media, view pornographic images.

- **Neglect**- Occurs when persistent or deliberate failure meet CYP basic needs. This can include but not limited to; Physical, medical, emotional, educational and abandonment (e.g. Failure to provide adequate food/water, clothing, shelter, supervision, medical attention).
- **Exposure to family Violence**- Exposure to violence within the home or family. If a CYP is living in a situation of physical or psychological violence it could lead to a greater risk of physical and/or psychological harm to the child.

Child Safe Practices refers to the child safety requirements and practices, adopted and implemented within WBPSLSC to help ensure the safety of children within our club.

Grooming refers to the process of which a adult establishes a trusting relationship with CYP, creating an environment in which abuse can occur.

Harassment is any type of behaviour towards a person in which is not welcome. It is considered offensive, abusive, belittling, or threatening and is likely to cause harm.

Misconduct with a child means any behaviour involving a CYP that is age inappropriate and potentially puts the CYP at risk.

MPP means Member Protection Policy of SLS.

Policy means this Child Safe Policy.

Prohibited Conduct means conduct in breach.

Relevant Person means those people outlined.

Relevant Organisation means those outlined.

Sexual Misconduct means;

- Sexual Harassment, is unwelcomed or unwanted sexual behaviour, where the person would feel offended, humiliated and/or intimidated.
- Sexual Offences, any criminal offence involving sexual activity or indecency.

Unlawful Discrimination includes;

- Direct Discrimination, When a person or a group are treated differently than another because of personal characteristics; and
- Indirect Discrimination, When a rule or policy applies to everyone but only affects some because of a characteristic that is shared.

Victimisation means subjecting or threatening a person to unfair treatment because the person has, or intends to, make a complaint or support another person in doing so.

Vilification means publicly conducting behaviour that incites hatred, ridicule, or contempt towards a particular characteristic of a person or group of people, including their race, religion and sexuality.

WWCC means a 'Working with Children Check'

4. RESPONSIBILITIES & REQUIREMENTS

Position	Responsibility
President/Vice-President/Executive/Committee	<ul style="list-style-type: none"> • Implement Policy. • Ensure accessibility to all members across multiple platforms. • Communicate updates. • Complete Child Safe Course on Members Portal. • Have Current WWCC, submit to relevant person.
Age Managers/Coaches/Patrol Captains/Accessors/Members/Volunteers Cont.	<ul style="list-style-type: none"> • Ensure policy is followed and implemented. • Report any breach in Policy to relevant person/s. • Complete Child safe Course on Members Portal. • Have Current WWCC, Submit to relevant person.

This policy sets out all relevant person and members responsibilities;

- You **must** immediately report any reasonable suspicion of abuse or neglect and concerns about practices or behaviour of any persons.
- If a criminal act has occurred report directly to the Police (call 000) before reporting to the club.

- Provide accurate and true information.

WBPSLSC has 2 Child Protection Officers and 2 Member Protection Officers who are committed to keeping a fair and confidential approach to keeping our CYP safe within our club.

Child Protection Officers- Leea Harvey & Lee Harvey

Member Protection Officers- Kate Fowler & Matt Fowler

Their Responsibilities will be as per SLSA Child Protection Policy and the Children's Guardian Act 2019. Their primary roles will be to educate and guide the members on the safety requirements all must follow.

5. PROHIBITED CONDUCT & REPORTING

5.1 Prohibited Conduct

A relevant person breaches policy when;

- They alone or with another/others engage in any of the following conduct against CYP.
 - Child Abuse
 - Grooming
 - Misconduct
 - Request child to withhold information (keep secret) from Parent or Guardian (even a coach or administrator).
 - Supply alcohol, drugs (including tobacco and vapes) or medicines (except with Parent or guardians' permission and/or under prescription).

5.2 Reporting

Any matter of abuse and/or neglect relating to a CYP must be reported. Once WBPSLSC becomes aware of an alleged breach, it will be investigated in compliance with the SLSA Child Safe Policy Guidelines.

Refer to the Clause 4 for Child Protection Officers and Member Protection Officers. Alternatively, you can reach out to any Member of our Junior Committee and Club Executive.

6. CHILD SAFE CODE OF CONDUCT

WBPSLSC is committed to creating a child safe culture in our club and practices. We believe in being courteous and respectful towards all involved, all whilst prioritising our CYP safety and wellbeing.

6.1 Sexual Misconduct

Under no circumstances is any form of sexual behaviour to occur between, with or in the presence of a CYP, including but not limited to;

- **Contact Behaviour** such as sexual intercourse, kissing, fondling, touching intimate parts (bottom, genitals, breast area) of a CYP body, sexual penetration or exploitation.
- **Non- Contact Behaviour** such as harassment, flirting, innuendos, inappropriate text, calls & photography, exposure to pornography or nudity.
- **Showing CYP Offensive Materials or Images** hard copies and electronic (including social media platforms)
- **Photography** taking/displaying inappropriate photos taken without CYP permission.

6.2 Role Boundaries

Volunteers **must** not;

- Provide unauthorised transport to CYP without permission from Parent or Guardian.
- Use personal phone/camera/video to take images of CYP without permission of Parent or Guardian.
- Favouritism towards particular CYP.
- Give Gifts/presents to CYP other than official awards.
- Engage in discussions of a mature or adult nature in presence of CYP.
- Discriminate against a CYP based on culture, race, disability and gender identity.
- Accept invitation or invite CYP to function unrelated to authorised programs (including through social media platforms).

At any point you need to make contact with a CYP, we recommend doing so through contacting Parent/Guardians.

If anyone becomes aware of a situation in which a CYP requires assistance beyond their capabilities, please refer to Clause 4 and 5.2.

6.3 Language & Tone of Voice

Language and Tone of Voice used around CYP;

Should;

- Provide clear direction, boost confidence and be encouraging.

Should Not;

- Be harmful, discriminative, racist, sexist, derogative, belittling, negative, threatening, frightening, profane or sexual.

6.4 Guidance & Discipline

WBPSLSC hope to provide an effective and positive environment to all CYP participants. We should use strategies that are fair and respectful to redirect misbehaviour when necessary. Under no circumstance should any person take disciplinary action involving;

- Physical Punishment, such as pushing, striking, kicking, biting, pinching, choking and/or any intentional physical intimidation.
- Emotional/psychological abuse or intimidation.
- Punishments that cause pain or distress a CYP.

6.5 Supervision

CYP at WBPSLSC should always be supervised during programs within the club, to observe and respond to individual CYP needs. Ensuring they are properly;

- Engaging in programs
- Behaving appropriately
- Are in a safe and protected environment from external and internal treats.

6.6 Electronic & online Communications

Permission of parent/Guardians should always be obtained prior to electronic communications to CYP. Once permission is obtained it is recommended that it

is documented and where possible, email, text or social media messages should be copied to their parent/guardians.

Where a parent is not included in communications;

- Restrict communication to WBPSLSC program/activities, such as a advising cancellation of training or events.
- Never send inappropriate content, especially anything with sexualised language.
- Don't ask CYP to keep chat from Parent/guardian.

6.7 Photographs of CYP

WBPSLSC follows the rules outlined in SLSA Child Safe policy (found in relevant documents at the end of this policy, please refer to 7.7 - Photographs of CYP).

6.8 Physical Contact with CYP

Any physical contact with CYP must be appropriately delivered whilst during programs, this includes;

- Assisting in use of equipment, technique.
- Administering first aid or treatment from doctor/nurse.
- If restraint is needed for CYP, (Only as a last resort and if they pose a risk t themselves or others).

This does not include;

- Anything resembling Sexual misconduct, outlined in clause 6.1, other than delivery medical assistance.
- Overly physical (Wrestling, tickling and other rough play).
- Unnecessary (Assisting in toileting when not needed).
- Punishments

6.9 Overnight Stays

Written Approval needs to be requested to our WBPSCLC Junior Committee and Executive prior to any overnight stays. Once approval granted, please refer to SLSA Child Safe Policy (found in relevant documents at the end of this policy, please refer to clause 7.9 - Overnight Stays and Sleeping Arrangements).

6.10 Change Room Arrangements

WBPSLSC supports CYP rights to privacy whilst using change rooms within our club. All persons supervising children must;

- Provide adequate supervision.
- Avoid one-on-one situations with a CYP, ensuring not to undress in front of CYP (unless other people present).
- Female identifying people do not enter male identifying changerooms and vice versa.
- **Do Not** use Phones, Cameras and Recording devices are used at any time while using Changerooms and whilst anyone, especially CYP are getting dressed.

6.11 Use of, Possession, or supply of Drugs & Alcohol

While on duty or involved with programs of CYP, all persons must not;

- Use, possess, or be under the influence of an illegal drug, alcohol or be impaired by any over the counter or prescription medications.
- Supply alcohol or drugs (including tobacco or vapes) to CYP in our programs.
- Supply or administer any medicines without parent/guardian consent (unless life threatening).

6.12 Transporting CYP

Transporting CYP by people other than Parent/Guardians that are directly related to programs involving WBPSLC (such as, to and from training or competition) are permitted with prior Parent/Guardian written approval. When transporting CYP, relevant persons must drive responsibly, not impaired by drugs or alcohol (or other mind altering substances) and have a unrestricted licence.

RELATED DOCUMENTS

Please find related documents (not completely covered in our Policy) at the following links;

The extended SLSA Commitment to Child Safe and supporting resources can be found via <http://sls.com.au/childsafef>.