



## CHILD SAFETY STANDARDS – CHILD SAFE POLICY

Version: 1

Created & Approved: February 2020

### PURPOSE

This policy was written to demonstrate the strong commitment of the management, coaching staff and volunteers of Sterling Calisthenics 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.

### OUR 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 using templates provided by Calisthenics Victoria.

This policy applies to all individuals involved in our organisation (paid and volunteer) including, but not limited to:

- Administrators (Committee, Section Managers, Costume Managers, appointed positions etc)
- Coaches
- Participants
- Parents
- Spectators/Supporters

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.



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### 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.

### VALUING DIVERSITY

We value diversity and do not tolerate any discriminatory practices. To achieve this, we welcome participation and empowerment of:

- Children from culturally and/or linguistically diverse backgrounds and their families;
- Children with disability and their families; and
- Aboriginal children and their families.

### RECRUITING COACHES AND VOLUNTEERS

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

- Interview and conduct reference checks on all coaches;
- Require Working with Children Checks for relevant positions including volunteers;
- Our commitment to Child Safety and our screening requirements are included in all advertisements and as part of the induction process and coaching agreements for coaches and volunteers.

### SUPPORTING COACHES AND VOLUNTEERS

The Club seeks to attract and retain the best coaches and volunteers. We provide support and supervision so people feel valued, respected and fairly treated. We implement a Code of Conduct to provide guidance to our coaches and volunteers, all of whom receive training on the requirements of the Code.

All coaches and volunteers attend an induction at the start of every year.

### REPORTING A CHILD SAFETY CONCERN OR COMPLAINT

The Club has appointed Ginny Gaskell as the Child Safety Person with the specific responsibility for responding to any complaints made by coaches, volunteers, parents or children. Ginny can be contacted by phone on 0412 180 866 or via email [info@sterlingcalisthenics.com](mailto:info@sterlingcalisthenics.com).



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Our complaints process is outlined in our 'Complaints Handling Process' document which is available at the Studio or on request.

Our Club also adopts ACF's Member Protection Policy, which includes Codes of Behaviour for all participants, parents, coaches and administrators.

### 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 facilities;
- Using accommodation or overnight stays;
- Travel; or
- Physical contact when coaching or managing children.

### REVIEW OF THIS POLICY

This policy will be reviewed every two years and we undertake to seek views, comments and suggestions from children, parents, carers, staff and volunteers involved in the Club.

Review Date:	Completed by:
January 2021	
January 2023	