

# **Balmoral Calisthenics Club**

## **Child Safe Policy**

**Written By:** Anne Cattermole (Club President)  
**Approved By:** Wendy Gibbs (Club Secretary)  
**Date for Review:** 1<sup>st</sup> May, 2023

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### **Purpose**

This policy was written to demonstrate the strong commitment of the committee, coaches and volunteers of the Balmoral Calisthenics 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 the committee, coaches and volunteers of the Club

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

- Administrators
- Coaches
- Officials
- 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:

- be vigilant in identifying potential 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.

The Committee has appointed the President of the Club as Child Safety Persons, with the specific responsibility for responding to any complaints made by coaches, volunteers, parents or children. That person can be contacted using the information in our annual Balmoral Handbook. Our complaints process is outlined in our Constitution.

### **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;
- welcome children with a disability and their families and act to promote their participation; and
- seek appropriate staff from diverse cultural backgrounds.

### **Recruiting staff 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 referee checks for coaches at recruitment
- Require police checks and Working with Children Checks for relevant positions.
- Our commitment to Child Safety and our screening requirements are included in all advertisements and as part of the induction process for new Coaches or volunteers.

### **Supporting staff and volunteers**

The Club seeks to attract and retain the best staff and volunteers. 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 coaches and volunteers. This Code of Conduct requires that coaching staff:

- abide by the ACF Coaches Code of Conduct.
- are expected to provide a positive role model to members in terms of behaviour, speech and relationships with others.
- need to be welcoming to all members and reflect the positive nature of the core values of the club.

### **Reporting a child safety concern or complaint**

The Club has appointed the Club President as Child Safety Person with the specific responsibility for responding to any complaints made by Coaches, volunteers, parents or children. That person can be contacted by *email: Prez@balmoral.asn.au*. Our complaints process is outlined in our constitution.

### **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.

Our Club reduces risks to children by:

- Keeping records of all members (coaches, volunteers and parents) who have Working with Children Checks
- Having a social media policy to reduce bullying and other inappropriate content
- Have committee members allocated to each sections Facebook Page to monitor content
- Ensure consent to the parameters of image publication of members
- Children are permitted to take part in training and/or competitions with an injury without the parent/guardian's approval and then the coach's approval.
- Providing first aid kits to all coaches for classes and competitions

### **Reviewing 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.