



Narre Warren Calisthenics Club

Make Friends for Life

CHILD SAFE POLICY

Effective October 2020

Child Safe Policy

WRITTEN BY- The Committee of Narre Warren Calisthenics Club
Incorporated

APPROVED BY- The Committee of Narre Warren Calisthenics Club
Incorporated

DATE FOR REVIEW- October 2021

VERSION CONTROL- Version 1

PURPOSE

This policy was written to demonstrate the strong commitment of the Committee, Coaching Staff and Volunteers of Narre Warren Calisthenic Club to child safety and to provide an outline of the policies and practices Narre Warren Calisthenics have developed to keep everyone safe from any harm, including abuse.

This policy should be read in conjunction with Calisthenics Victoria Inc Child Safe Policy, 'Narre Warren Calisthenic Club' is a registered Club with Calisthenics Victoria and therefore has an obligation to comply with their policies'.

COMMITMENT TO CHILD SAFETY

All children involved at Narre Warren Calisthenics have a right to feel and be safe. The welfare of children in our care will always be our priority. Narre Warren Calisthenics has zero tolerance to child abuse. Narre Warren Calisthenics 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 applies to all individuals involved in our organisation (paid and volunteer) including, but not limited to:

- Committee
- Members
- Coaches
- Class Assistants (18 years of age and over)
- Officials
- Participants
- Parents/Guardians/Carers
- Spectators & Volunteers

All 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
- 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 any views they have 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 speak up and contribute to matters 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 that the children, or their parents, raise with us.

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
- We welcome children with a disability and their families and act to promote their participation
- Seek appropriate staff from diverse cultural backgrounds

RECRUITING COACHES, ASSISTANTS AND VOLUNTEERS

The Club takes the following steps to ensure best practice standards in the recruitment and screening of Coaches, Assistants and Volunteers:

- Interview and conduct referee checks on all Coaches and Assistants
- Require Working with Children Checks from all Coaches, Assistants and Committee Members
- Require Working with Children Checks from: all people making and fitting costumes to any children, where the child is not their own; all people assisting with costume dressing of children, where the child is not their own; all people entering a dressing room or area where children are changing

- Our commitment to Child Safety and our screening requirements are included in all advertisements and as part of the induction process for new Coaches and Assistants
- A summary of this policy is in NWCC Members Handbook for Members/Parents, which requires an annual sign off by each Member/Parent, that they have read and will comply with the NWCC Members Handbook and our Policies & Procedures

SUPPORTING COACHES, ASSISTANTS AND VOLUNTEERS

We will provide support and supervision, so people feel valued, respected and fairly treated. We will develop a Code of Conduct to provide guidance to our Coaches, Assistants and Volunteers, all of whom will receive training on the requirements of the Code during the transition year of 2020.

Following the transition year this section will be updated to reflect Narre Warren Calisthenics has a Code of Conduct and provides training.

A transition year has been included in this policy by the Committee to allow additional time to work on an appropriate Code of Conduct and training program for Coaches, Assistants and Volunteers. Including Parents/Carers/Guardians.

REGISTER OF WORKING WITH CHILDREN CHECKS

Narre Warren Calisthenics Club's Secretary will establish and maintain a register of Working With Children Checks. A copy of the register will be provided to all Group Representatives and Coaches of each section prior to costume fittings and competitions each year.

REPORTING A CHILD SAFETY CONCERN OR COMPLAINT

If a person is concerned about an immediate risk to a child's safety, the person must phone "000" as soon as practicable. If the matter is less urgent, for example, there is no immediate threat to a child's safety, you must report to the 'Victorian Department of Health & Human Services' or a police station by phone or attending in person, as soon as possible.

Department of Health and Human Services' Tel: 1300 650172 or after hours 'Child Protection' 131278.

All concerns about a Child's welfare should be brought to the attention of section coaches and executive committee.

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, costume fittings or managing children

REVIEWING THIS POLICY

This policy will be reviewed after one year of operation and thereafter this policy will be reviewed at least once every two years and we undertake to seek views, comments and suggestions from Children, Parents, Carers, Coaches and Volunteers involved in the Club.

NARRE WARREN CALISTHENICS CLUB | ABN 12 007 175 884