

Kew East Basketball Club Child Safe Policy

(incorporating Statement of Commitment to Child Safety)

Background

The Kew East Basketball Club coordinates junior basketball teams for both boys and girls to compete in the Hawthorn Basketball Association (HBA) domestic program. HBA administers and manages the Domestic Program. Members may also play in HBA's senior domestic competition and HBA junior and senior representative programs. In addition, the club runs junior development programs such as a weekly beginner's program and a holiday clinic from time to time.

The Club also engages coaches, some of whom are children.

Parents, guardians and other adults may be involved in the club's activities through governance, administration, transport of players and coaches, supervision at training sessions and games and various other tasks.

The Child Safe Standards provide a framework to identify gaps and improve policy and practices around child safety. The Standards apply to all organisations that provide services to children.

The standards are:

Standard 1: Strategies to embed an organisational culture of child safety, including through effective leadership arrangements

Standard 2: A child safe policy or statement of commitment to child safety

Standard 3: A code of conduct that establishes clear expectations for appropriate behaviour with children

Standard 4: Screening, supervision, training and other human resources practices that reduce the risk of child abuse by new and existing personnel

Standard 5: Processes for responding to and reporting suspected child abuse

Standard 6: Strategies to identify and reduce or remove risks of child abuse

Standard 7: Strategies to promote the participation and empowerment of children.

Given the many ways in which children are involved with the Club, the committee has a responsibility to provide a safe and inclusive environment for children, and the Club as a whole, takes this responsibility very seriously.

Purpose

The aims of this policy are:

- to promote good practice,
- provide children and young people with appropriate safety and protection whilst undertaking club related activities.
- prevent abuse from occurring,
- in the event that allegations of child abuse are raised, ensure that the allegations are properly addressed, and
- allows members, parents and guardians, staff contractors and volunteers to make informed and confident responses to specific child safety issues.

Scope:

This policy applies to members of the Kew East Basketball Club, staff, contractors, parents and guardians and volunteers.

Relevant Legislation and Regulations

Child Safety and Wellbeing Act 2005

Children, Youth and Families Act 2005

Crimes Act 1958- with reference to 2014/2015 amendments:

- *Crimes Amendment (Grooming) Act 2014*
- *Crimes Amendment (Protection of Children) Act 2014*

Child Safe Standards

Reportable Conduct Scheme
Kew East Basketball Club Code of Conduct
Kew East Basketball Club Privacy policy
Kew East Basketball Club Child Safety Guidelines

Definitions

Child means a person up to the age of 18 years.

Child abuse includes any instance of physical or sexual abuse (including grooming), emotional or psychological harm, serious neglect and family violence directed towards a child:

Child Safety Officer is the President of the Club

Club means Kew East Basketball Club

Contractors are engaged by the Club from time to time to perform specific tasks. They may or may not in the course of their work have contact with children. **Cultural safety** is an environment that is safe for people: where there is not assault, challenge or denial of their identity. There is shared respect, meaning, knowledge and experience of learning, living and working together with dignity and truly listening (Williams, R. (2008) Cultural safety; what does it mean for our work practice? Australian and New Zealand Journal of Public Health 23(2):213-214)

HBA is the Hawthorn Basketball Association

Head of the Organisation is the General Manager of the HBA.

The **Reportable Conduct Scheme** ensures that the Commission for Children and Young people is aware of all allegations of certain types of misconduct involving children

Staff are employed by the Club on a casual, part-time, full-time, contract, or ongoing basis. These include coaches and administrators.

Volunteers are people engaged by the Club to fulfil a task or perform a role unpaid.

Statement of Commitment to Child Safety

Kew East Basketball Club (the Club) is committed to child safety. We want children to be safe, happy and empowered.

We support and respect all children, parents and guardians as well as our staff, contractors and volunteers. We encourage participation of all children in the Club's activities. The safety and wellbeing of children will always be our first priority.

We are committed to providing and promoting cultural safety of children from culturally and/or linguistically diverse backgrounds

We have zero tolerance of child abuse, and all allegations and safety concerns will be treated very seriously and consistently with our policies and procedures. We have legal and moral obligations to contact authorities when we are concerned about a child's safety, which we will follow rigorously. We will ensure that all staff, parents and guardians, contractors and volunteers understand processes for reporting any child safety issues and are supported by the Child Safety Officer and Head of the Organisation for the Club

We are committed to preventing child abuse, identifying risks early and removing and reducing those risks.

We will ensure that there are appropriate screening processes for all people, including staff, contractors, and volunteers involved in the Club's activities such as ensuring they have a current Working with Children Check (WWCC) or similar documentation.

We will promote our commitment to Child Safe Standards and support our members, parents and guardians, staff, contractors and volunteers to maintain the standards

Promoting Good Practice

The Club aims to provide children with the best possible experience and opportunities in basketball. All stakeholders of the Club must operate within an accepted ethical framework, including any Child Safety Guidelines issued by the Club or the HBA Child Safety Guidelines.

It is not always easy to distinguish poor judgement by an adult (eg. a parent or coach) from abuse. It is, however, the responsibility of club members, parents and guardians, employees, contractors, and volunteers to, if they suspect possible abuse, act. It is their responsibility to make sure the child is not in immediate danger and to report their concerns to the Club Child Safety Officer.

The Club is committed to promoting a child safe culture and will provide opportunities for all stakeholders to contribute to all Club and HBA's policies and practices.

Child safety is a shared responsibility between the Club, its committee members, employees and volunteers, the HBA, their employees and volunteers and all parents and guardians, coaches, spectators, and members of the HBA community. Everyone that participates in HBA activities is responsible for the care and protection of children, and reporting information relevant to child safety.

Valuing diversity

We promote diversity and tolerance within the Club. People from all walks of life and cultural backgrounds are welcome. In particular we:

- promote the cultural safety, participation and empowerment of Aboriginal children,
- promote the cultural safety, participation and empowerment of children from culturally or linguistically diverse backgrounds, and
- ensure that children with a disability are safe and can participate equally.

Identification and Analysis of the Risk of Harm

The Club will develop a child safety sub-committee to review existing child safety practices, to determine how child-safe and child-friendly the Club is, and to determine what additional strategies are required to minimise and prevent risk of harm to children.

Training and Supervision

Training and education is important to ensure that everyone within the Club understands that child safety is everyone's responsibility.

Our organisational culture aims for all adults and children to feel confident and comfortable in discussing any allegations of child abuse or child safety concerns. We provide information to all those involved in Club activities to assist them to identify, assess, and minimise risks of child abuse, and to handle allegations of child abuse appropriately.

We support and implement any training requirements set by the HBA in relation to minimising, recognising and reporting child abuse. We will provide our committee, members, employees and volunteers with training, supervision and support to protect children from abuse and promote a culture of child safety within the Club.

Person Responsible to Report any instances of Child Abuse or Suspected Child Abuse

The Head of the Organisation and therefore the person with the responsibility to report child abuse or suspected child abuse as part of the Reportable Conduct Scheme, is the HBA General Manager. All persons involved with Club activities are expected to discuss any concerns that they may have about the welfare of a child IMMEDIATELY with the nominated Child Safety Officer (Club President) who will ensure that the concerns or incident reported to him or her will be reported to the Head of the Organisation. The Child Safety Officer and the Head of the Organisation will ensure that, unless there is a risk to someone's safety, personal information will remain confidential and that the identity of the person reporting the concern or incident is not revealed.

Should a person wish to make any enquiries in relation to this policy or a matter regarding child protection, contact childsafety@hawthornbasketball.com.au.

The Child safety officer will be required to report all incidents to the appropriate authority at Basketball Victoria.

Screening and Recruitment

The Club will ensure that all reasonable steps are taken to engage the most suitable and appropriate people to work with children. This is achieved using a range of screening measures including the requirement to have a current Working With Children Check for all staff, volunteers and contractors. When recruiting for positions, the Club will develop selection criteria and if required advertisements which clearly demonstrate our commitment to child safety.

Applications for positions will be encouraged from Aboriginal peoples, people from culturally and /or linguistically diverse backgrounds and people with a disability

Risk Management

In Victoria, organisations are required to protect children when a risk is identified. We identify, assess, and take steps to minimise physical risks and child abuse risks.

Allegations, Concerns and Complaints

All allegations are taken seriously. All participants in the Club's activities have a responsibility to report an allegation of abuse if they hold a reasonable belief that an incident has occurred. The procedure for reporting an incident is in the Kew East Basketball Club Child Safety Guidelines.

Allegations of abuse or a safety concern will be recorded and include investigation updates or actions taken. All records will be securely stored and treated according to the Club's Privacy policy

Support will be given to those involved in the allegations of abuse or safety concern. This may include updates on the progress or actions taken which will be treated according to the Club's Privacy policy.

Fair Procedures

Any decisions made will be thorough, transparent, and based on evidence

Privacy and Confidentiality

All personal information considered or recorded will respect the privacy of the individuals involved, unless there is a risk to someone's safety. We have safeguards and practices in place to ensure any personal information is protected. Individuals are entitled to know how the information is recorded, what will be done with it and who will have access to it.

Regular Review

In the first instance, this policy will be reviewed at the end of 12 months and then every 2 years thereafter.

The policy will also be reviewed following any significant incident.

Authorisation

This policy was established in June 2018

The policy was adopted by the Committee of Management of Kew East Basketball Club on xx/xx/xxxx

This policy will be reviewed in June 2019