



Child Safe Policy

Purpose and Statement of Commitment

This policy provides the basis for the Greenvale Basketball Club (also referred to in this policy as 'Club') to create a culture that supports a safe place for children to fully and actively participate in the activities within the Club.

Children have the right to feel safe and be protected from sexual, physical and emotional abuse.

This policy demonstrates the strong commitment of the Committee, members and volunteers to child safety and to provide an outline of the policies and practices we have developed to keep everyone safe from any harm, including abuse.

Victorian law requires organisations that work with children to meet the Child Safe Standards.

This policy will help to ensure the children within the care of the Greenvale Basketball Club, are protected to the best of the Club's ability and in line with the Club's duty of care and the compulsory child safety standards.

Victoria's compulsory child safe standards

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

For further information on the Child Safe Standards, refer to:

<http://www.cyp.vic.gov.au/child-safe-standards.htm>

Useful definitions

The following definitions are extracts from *A Guide for Creating a Child-safe Organisation* (version 2.0, December 2015). For further context, please refer to this guide.

Refer: <http://www.cyp.vic.gov.au/downloads/creating-a-childsafe-organisation-guide.pdf>

Child

The words 'child' and 'children' in this policy refer to children and young people up to the age of 18 years.

This definition is consistent with the national framework, *Creating Safe Environments for Children – Organisations, Employees and Volunteers*, the *Commission for Children and Young People Act*, the *Child Wellbeing and Safety Act 2005* and the *Children, Youth and Families Act 2005*.

The term 'child' in this policy is inclusive of anyone under 18 years of age. Not utilising the term 'young people' is not intended to diminish any emphasis on, or acknowledgement of, the safety risks to older children or teenagers.

Harm and abuse

This policy uses a broader definition of 'abuse' of children than may be adopted in Victorian legislation. The use of the word 'harm' is often used to describe an event that is seen as possibly less detrimental than 'abuse' but is clearly not in the child's best interest or promoting their safety and wellbeing.

This policy acknowledges that there is a continuum of abuse of children and views all such events, regardless of whether they are seen as 'harm' or 'abuse', as damaging.

Aboriginal

The term 'Aboriginal' in this policy is inclusive of Aboriginal and Torres Strait Islander peoples.

Commitment to child safety

All children who come to the Greenvale Basketball Club have a right to feel and be safe. The welfare of the children in our care will always be our first priority and we have a zero tolerance to child abuse. We aim to create a child safe and child friendly environment where children feel safe and have fun.

This policy applies to everyone involved in our organisation: Committee, Club members, players, children, parents and volunteers.

Children's rights to safety and participation

Greenvale Basketball Club Committee, members and volunteers encourage children to express their views. 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:

- 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 Club Committee and volunteers from diverse cultural backgrounds.

Recruiting volunteers

Greenvale Basketball Club applies the best practice standards in the screening of volunteers. We conduct referee checks on all volunteers and require Working with Children Checks for relevant positions. Our commitment to Child Safety and our screening requirements are included in all role descriptions and advertisements.

Supporting volunteers

The Club seeks to attract and retain the best 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 Club members, all of whom receive communications on the requirements of the Code.

Reporting a child safety concern or complaint

The Club's Vice President has been appointed as the Club Child Safety Person with the specific responsibility for responding to any complaints made by Club members, volunteers, parents or children.

Our complaints processes are outlined on the attached diagram (Attachment 1).

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.

Our Risk Management Plan for mitigating child safety risks is outlined in Attachment 2.

Policy review

This policy will be reviewed annually to ensure it remains relevant to the Greenvale Basketball Club operations and reflects both community expectations and legal requirements.

Signed: 

Shane Gillard
Club President

Signed: 

Lori Lightfoot
Club Secretary

Date: 2/12/16

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Next policy review date is: 1/9/17