



Child Safe Policy

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FOREWORD

The Woods Panthers Netball Club recognises its responsibility to providing a safe and enjoyable environment for children who are involved in the club's netball programme.

This policy is presented to demonstrate our commitment to a child safe environment and provides the guidelines as to how this can be achieved.

This policy recognises the information, framework and guidelines provided by the Government of South Australia including the information provided by the Department of Recreation and Sport and Department for Families and Communities.

The Woods Panthers Netball Club policy does not replace any of the information stated but rather looks to repeat, reinforce and consolidate the information as well as provide guidelines specific to the Woods Panthers Netball Club members.

At the time of presenting this policy Woods Panthers Netball Club wishes to reinforce to all members that their children are in a "child safe" environment when involved in netball and that the club is leading the way in implementing and developing policies showing a commitment to having a fair and safe environment.

No policy or procedure can totally guarantee a child safe environment. By implementing this policy the Woods Panthers Netball Club looks to minimise the risk of harm to children and promote a child safe environment.

By putting this and other policies in place everyone involved in the netball club will have a clear understanding of the behaviour expected and will be aware of their responsibility for taking action.

INTRODUCTION

All children have the right to be safe and protected from harm.

In December 2005 the Children's Protection Act of 1993 was revised and as a result, staff and volunteers of recreation and sport groups working with children now have a legal obligation to report suspected child abuse and/ or neglect.

The legislation states:

Any other person who is an employee of, or a volunteer in, a Government department, agency or instrumentality or local government or non-Government organisation that provides health, welfare, education, sporting or recreational, child care or residential services wholly or partly for children, being a person who:

3.1 is engaged in the actual delivery of those services to children, or

3.2 holds a management position in the relevant organisation the duties of which include direct responsibility for, or direct supervision of, the provision of those services to children.

In other words all Coaches, Team Managers, Primary Care Persons, Committee Members all hold positions within the Woods Panthers Netball Club that fall into the definition of mandated notifiers.

This policy looks to address this legal requirement as well as providing guidelines to provide a safe environment.

Note: The intent of the Children's Protection Act and this policy is to provide a "child safe" environment and protect at risk children. It is not the intent of the Act or this policy to restrict normal and fair Club operations related to selection, promotion, demotion or discipline, only that these activities are administered with appropriate consideration of the Act.

1 WHAT IS CHILD ABUSE / NEGLECT

Child Abuse can be, but is not limited to:

1.1 Physical Abuse

When a person purposefully injures or threatens to injure a child. This may include but not limited to hitting, punching, kicking, shaking, burns, biting, pulling hair, administration of alcohol or drugs.

1.2 Sexual Abuse

Any sexual act or sexual threat imposed on a child. This may include but not limited to involving a child in sexual activity, sexual suggestion, showing pornographic material, exhibitionism and child prostitution.

1.3 Emotional Abuse

An attack on a child's self esteem. This may include and is not limited to devaluing, ignoring, rejecting, corrupting, isolating, terrorising or witnessing domestic violence.

1.4 Neglect

Where a child is harmed by the failure to provide the basic physical and emotional necessities. This may include but is not limited to inadequate supervision, inadequate nutrition, clothing or personal hygiene, inadequate health care, disregard for potential hazards, forcing a child out of home, allowing the child frequent truancy.

Child abuse results from someone doing something harmful or by a person failing to act (omission) to protect a child from being harmed or being at risk of abuse.

For the Woods Panthers Netball Club this means creating a positive and encouraging environment where children can take part feeling safe and free from any form of bullying, harassment or abuse. It also means we have the guidelines and practices in place to ensure we can recognise child abuse and address the issue appropriately.

Finally it means we have the guidelines and practices in place to prevent bullying, harassment or abuse from occurring.

2 TRAINING/SUPPORT

The Woods Panthers Netball Club has committed to a strategy for this Child Protection Policy.

2.1 Child Protection Officer (CPO) - The Woods Panthers Netball Club will appoint at least one qualified CPO officer who has completed a training course provided by the Department of Sport and Recreation. This Member will provide annual training for all coaches, managers, interested parties and committee members. The CPO can be trusted and is a point of contact if there are any questions or problems. The CPO will assist and guide member, plus record any related issues that are raised within the Club.

2.2 Annual Training – Is compulsory for any coach, team manager and administrator. This training is to include the online learning provided by the Play by the Rules website (www.playbytherules.net.au) as well as the face-to-face training seminar provided by the qualified CPO at the Woods Panthers Netball Club.

2.3 Parent Information – The Woods Panthers Netball Club will present an information session/information pamphlet for all parents of players. This may be conducted as part of the registration prior to the season commencing. This information package is to encourage all persons in the Woods Panthers Netball Club to actively support the Child Safe Policy and associated Policies. All policies are to be made available on the Woods Panthers Netball Club website.

3 GUIDELINES AND PRACTICES

The following guidelines and practices are provided to assist in providing a safe and enjoyable environment.

3.1 Parental/Caregiver Support

Parents and volunteers are asked to recognise that protecting children requires a whole of community approach to be successful. The Woods Panthers Netball Club asks all parents and caregivers to assist in this policy and to embrace a culture of active participation. All parents and caregivers are asked to look at the Woods Panthers Netball Club website to become familiar with club policies.

3.2 Other Policy (i.e. Toilets/Change rooms etc)

All Parents and volunteers of the club will ensure the safety of all children when at the clubhouse and at matches. Coaches will ensure that children attending toilets will do so in pairs to ensure safety at all times. Coaches are to monitor the return of the players in a reasonable time. If players do not return in a reasonable time they are to follow up immediately on the children's welfare. All breaches of this policy are to be reported to the on duty co-ordinator.

3.3 Water Bottles

Children are to have their own water bottles for training and matches. Children will not be permitted to leave the club room area to search for a drink. A water bottle box will be made available for children to store personal drink containers during training or match so it will not be necessary to leave the area for water.

3.4 Screening Process

The Woods Panthers Netball Club will conduct screening processes for positions as they see fit. This may include reference checks, National Police Certificates, panel interviews, face-to-face conversation and the submission of statutory declarations for the purposes of ensuring that all responsible people are suitable to work with children.

This will include that where members seek to nominate for election to the Committee they must have a Police Check prior to their nomination being accepted.

3.5 National Police Certificate

It is compulsory for all Coaches, Team Managers and Primary Care Persons to have provided the Woods Panthers Netball Club with a National Police Certificate prior to confirmation of their appointment. These documents will be stored securely and, all confidentiality will be managed, by the netball club with the assistance of the Child Safe Officer. The National Police Certificate can be obtained free of charge by entering the SA Police website (www.sapolice.sa.gov.au) and clicking on National Police Certificate on the home page. Once this form is filled out (as required by the police) it needs to be forwarded to the Club Executive who will arrange for its submission by Netball SA under their VOAN.

The South Australian Police National Police Check to obtain a National Police Certificate is now available on the Woods Panther's website under downloads. It is available to all volunteers free of charge. The form must be filled out (as required by the police) and the applicant must produce 100 points of identification (certified by a Proclaimed Police officer). Once the forms are completed they can be forwarded to the Club Executive who will arrange for its submission by Netball SA under their VOAN number.

Police Information Release Section can be contacted on ph: 8204 2455 for further information.

3.6 Child Safe Officer

The Woods Panthers Netball Club will provide accredited Child Safe Officers. These people will complete the online training course "*Play by the Rules Child Protection & Sporting Clubs and Groups*" course. They will also be required to attend a SA Office for Recreation and Sport Child Safe Officer's course.

The Child Safe Officers will assist as a reference and confidant for any matters concerning child safety. They will maintain confidential records of matters reported and assist in times of need. The Child Safety officers will assist in the screening of persons of responsibility including coaching and team manger appointments.

The Child Safe Officer will also assist by providing Child Protection training to club members.

3.7 Mandated Notifiers

Under the Children's Protection Act, 1993, Mandated Notifiers are obliged by Law to notify Families

SA if they suspect on reasonable grounds that a child person has been or is being abused and or neglected and the suspicion is formed in the course of the person's work (whether paid or voluntary) or in carrying out official duties.

3.8 Reporting Process

It is an individual's personal responsibility to report suspected abuse and / or neglect: -

- (a) You do not have to be able to prove the abuse has occurred.
- (b) Original notes / statement of observations, information and opinions on which the suspicion is based must be completed.
- (c) Reporting persons are immune from civil liability for reporting as per the Children's Protection Act.
- (d) Mandated Notifiers have a legal responsibility to make reports, everybody has an ethical responsibility.

At any time for both Mandated and Voluntary Notifiers the Woods Panthers Netball Club Child Safe Officer is available to assist in confidence with any guidance that may be required as well as secure record keeping.

The child abuse report line (phone 131 478) is a 24-hour facility operated by Families SA workers.

4 ASSOCIATED POLICIES

4.1 Supervision

Members under the age of 18 must be supervised at all times by a responsible adult. Our club will provide a level of supervision adequate and relative to the members' age, maturity, capabilities, level of experience, nature of activity and nature of venue. If a member finds a member under the age of 18 is unsupervised, they should assume responsibility for the member's safety until the parent/guardian or supervisor can be found.

Parents must turn up on time to collect their child for reasons of courtesy and safety. If it appears a member will be left alone at the end of a training session with just one child, they will ask another member to stay until the child is collected.

4.2 Transportation

Parents/guardians are responsible for transporting their children to and from club activities (e.g. practice and games). Where our club makes arrangements for the transportation of children (e.g. for away or over night trips), we will conduct a risk assessment that includes ensuring vehicles are adequately insured, the driver has a current and appropriate driver's licence for the vehicle being used and appropriate safety measures are available (e.g. fitted working seatbelts).

4.3 Taking Images of Children

Woods Panthers Netball Club acknowledges that in South Australia under the *Summary Offences Act 1953* a person must not engage in indecent filming of minors. Images of children and adults should not be used inappropriately or illegally.

Our club requires that members, wherever possible, obtain permission from a child's parent/guardian before taking an image of a child that is not their own and ensure that the parent knows the way the image will be used. Our club also requires the privacy of others to be respected and disallows the use of camera phones, videos and cameras inside changing areas, showers and toilets.

If the club uses an image of a child it will avoid naming or identifying the child or it will, wherever possible, avoid using both the first name and surname. We will not display personal information such as residential address, email address or telephone numbers without gaining consent from the parent/guardian. We will not display information about hobbies, likes/dislikes, school, etc as this information can be used as grooming tools by pedophiles or other persons. We will only use appropriate images of a child, relevant to our sport and ensure that the child is suitably clothed in a manner that promotes the sport and displays its successes.

4.1.1 Other Information & Services

For more information on child protection and child-safe recreation and sport look at these websites or call the listed phone numbers.

Play by the rules

www.playbytherules.net.au

Australian Sports Commission

Tel: (02) 6214 1111

www.ausport.gov.au

Office for Recreation and Sport

Tel: 1300 714 990

www.recsport.sa.gov.au

Kids Help Line

Tel: 1800 55 1800

Youth Health Line

Tel: 1300 131 719 or (08) 8303 1691

Parents Help Line

Tel: 1300 364 100

SA Department for Families and Communities (Families SA)

www.familiesandcommunities.sa.gov.au

Children, Youth & Women's Health Services

www.cyh.com

Child Abuse Report Line

Tel: 131478

SA Police Sexual Assault Unit

Tel: (08) 82075800