

The background is a solid blue color. On the left side, there is a decorative graphic consisting of a thick, curved ribbon that starts red at the top and transitions to white at the bottom. Scattered around this ribbon are numerous starburst shapes resembling fireworks, in both red and white. In the background, there are faint, semi-transparent outlines of a building and large, stylized letters, possibly 'SCHOOL' or similar, in a light blue color.

# Child Safety Policy

Current Version	0.2
Ratified on	December 2022
Last Reviewed	April 2024
Next Review Date	April 2026
Person Responsible for Review	HVNC Child Safety Officer
<i>Notes/Minor Updates</i> 5/4/2024	Updated to re-format in line with new design and add Roles and Responsibilities to the policy

## **PURPOSE**

*This document serves as a vital point of reference for both the Hope Valley Netball Club committee and its members for clarifying how the HVNC deals with the protection of our members, in particular minors.*

# CHILD SAFE POLICY

## Our commitment to child safety

The Hope Valley Netball Club (“HVNC”) is committed to child safety. Our commitment is outlined below:

- We want children and young people to be safe, happy, and empowered.
- We support and respect all children and young people, as well as our committee and volunteers.
- We are committed to the safety, participation and empowerment of all children and young people.
- We have zero tolerance of child abuse, and all allegations and safety concerns will be treated very seriously and consistently with our robust policies and procedures.
- We have legal and moral obligations to contact authorities when we are worried about a child’s safety, which we follow rigorously.
- We are committed to preventing child harm or risk of harm, identifying risks early and removing and reducing these risks.
- We have specific policies and procedures in place that support our committee members and volunteers to achieve these commitments.

## Child Safety Officer

The Child Safety Officer is responsible for ensuring that coaches, umpires and committee members have current working with children clearances, but more importantly for providing a safe environment within our club, including an education role to promote awareness of child safe environments for our club. The Child Safety Officer may:

- provide awareness/information sessions to committees, volunteers or the broad membership of the organisation
- distribute or promote the Child Safe policy and procedures to all club members
- work with the committee/board to assess risks to child safety within the organisation and develop procedures to minimise this risk ☒ ensure the organisation undertakes correct screening of all volunteers and employees according to the current legislation

The Child Safety Officer is the first point of contact for members who have concerns about a child or young person within our club, and they will provide support to assist members with making a report to the Child Abuse Report Line (13 14 78).

If you wish to contact the Child Safety Officer please email [childsafety.hopevalleync@gmail.com](mailto:childsafety.hopevalleync@gmail.com).

## **Our volunteers, players, families, and spectators**

This policy guides our volunteers, players, families, and spectators on how to behave with children and young people at HVNC. All must agree to abide by our codes of conduct which specify the standards of conduct required when working with children and young people. All volunteers, as well as children and young people, and their families, are given the opportunity to contribute to the development of the code of conduct.

## **Training and supervision**

Training and education is important to ensure that everyone at HVNC understands that child safety is everyone's responsibility. Our organisational culture aims for all committee members, volunteers, families, and children and young people to feel confident and comfortable in discussing any allegations of child harm, risk of harm, or child safety concerns.

New members will be supervised regularly to ensure they understand HVNCs commitment to child safety and that everyone has a role to play in protecting children and young people from harm or risk of harm. This will include checking that their behaviour towards children and young people is safe and appropriate (please refer to HVNCs codes of conduct for information about appropriate behaviour). Any inappropriate behaviour will be reported through appropriate channels, including the Department of Health and Human Services and SA Police, depending on the severity and urgency of the matter.

All people who are engaged in child-related work and who are not exempt, including volunteers, are required to hold a Working with Children and young people Check and to provide evidence of this check.

## **Fair procedures for volunteers**

The safety and wellbeing of children and young people is our primary concern. We are also fair and reasonable to all our volunteers. The decisions we make when recruiting, assessing incidents, and undertaking disciplinary action will always be thorough, transparent, and based on evidence. We record all allegations of harm or risk of harm, and safety concerns. All records are securely stored. If an allegation of harm or risk of harm, or a safety concern is raised, we provide updates to children and young people and families on progress and the actions we as an organisation take.

## **Privacy**

All personal information considered or recorded will respect the privacy of the individuals involved, whether they be volunteers, families or children and young people, or others, unless there is a risk to someone's safety. Everyone is entitled to know how this information is recorded, what will be done with it and who will have access to it. This is intended to protect the reporters and to ensure that all members of HVNC are comfortable to disclose any allegations or concerns in relation to child safety without repercussions.

## Legislative responsibilities

HVNC takes its legal responsibilities seriously, including:

- Failure to disclose: All adults in South Australia who have a reasonable belief that an adult has committed a sexual offence against a child under 16 have an obligation to report that information to South Australia Police.
- Mandatory reporting: Any Committee members or volunteers who are mandatory reporters (doctors, nurses, midwives, teacher, principals and police officers) must comply with their duties.
- Failure to protect: People of authority in our organisation will commit an offence if they know of a substantial risk of child sexual abuse and have the power or responsibility to reduce or remove the risk, but negligently fail to do so
- Reportable conduct: The head of our organisation must be made aware of any allegations of physical and sexual abuse, sexual misconduct, significant emotional or psychological harm or significant neglect by a volunteer or others towards a child.
- Duty of care: If a child is abused by an individual associated with our organisation, our organisation is presumed to have breached its duty of care unless it can prove that it took 'reasonable precautions' to prevent the abuse in question.

## Allegations, concerns, and complaints

HVNC takes all allegations seriously and has practices in place to investigate thoroughly and quickly. We work to ensure all children and young people, families, committee members, and volunteers know what to do and who to tell if they observe abuse or are a victim, and if they notice inappropriate behaviour.

We all have a responsibility to report an allegation of abuse if we have a reasonable belief that an incident took place. If an adult has a reasonable belief that an incident has occurred then they must report the incident. Factors contributing to reasonable belief may include:

- a child states they or someone they know has been harmed (noting that sometimes the child may in fact be referring to themselves)
- behaviour consistent with that of an abuse victim is observed
- someone else has raised a suspicion of harm or risk of harm but is unwilling to report it
- observing suspicious behaviour.

## Regular review

This policy will be reviewed every two years and following significant incidents if they occur.