

Western Region Volleyball Club Inc. - Child Safety Policy

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Policy Approver: Club President

Policy Steward: Club Secretary

Supporting Process:

Health and Safety Processes

1. Objectives

1.1. The objectives of this policy are to:

- a) outline the Western Region Volleyball club commitment to child safety, which includes the physical, cultural, emotional, and psychological safety of children.
- b) outline appropriate standards of behavior towards children.
- c) prevent and manage child abuse risks and guide responses to incidents of harm.
- d) empower children by establishing an environment of trust, inclusion and cultural safety that enables them to ask questions and speak up if they have concerns, feel unsafe or have experienced harm; and
- e) outline the process for responding to child abuse concerns and reports.

2. Scope

2.1. This policy applies to:

- a) all members of the Western Region Volleyball club community.

2.2. All other individuals engaged in activities reasonably connected with the Western Region Volleyball club are expected to conduct themselves in a manner consistent with this policy.

2.3. Any person, whether they are a member of the Western Region Volleyball club community or not, can report a child safety concern that is related to the Western Region Volleyball club.

2.4. A concern can be raised about a current incident or one that has occurred at any time in the past.

3. Authority

3.1. This policy supports compliance with the:

- a) *Child Wellbeing and Safety Act 2005* (Vic).
- b) *Child Employment Act 2003* (Vic).
- c) *Crimes Act 1958* (Vic).

- d) Department of Foreign Affairs and Trade Child Protection Policy.
- e) *Education Services for Overseas Students Act 2000* (Cth).
- f) National Principles for a Child Safe Organisations.
- g) United Nations Convention on the Rights of the Child.
- h) Victorian Charter of Human Rights and Responsibilities.
- i) Victorian Child Safe Standards; and
- j) *Working with Children Act 2005* (Vic)

4. Policy

4.1. The Western Region Volleyball club is an inclusive and welcoming environment that supports the safety, participation, empowerment, and wellbeing of all children. In particular, the Western Region Volleyball club will provide a safe environment and:

- a) promote the cultural safety of Aboriginal and Torres Strait Islander children and children from culturally and/or linguistically diverse backgrounds.
- b) promote the safety and inclusion of same sex attracted, intersex and gender diverse children.
- c) promote the safety of children with a disability to ensure that they can participate equitably.

4.2. The Western Region Volleyball club does not tolerate child abuse in any form, and will:

- a) take a proactive approach to the prevention of child abuse by identifying, removing and/or reducing risks early.
- b) take a proactive approach to identifying and responding to instances of racism and any form of discrimination, harassment and bullying against children.
- c) take action to eliminate and prevent sexual misconduct.
- d) take all reasonable steps to support a child making a disclosure or the child to whom a concern pertains.
- e) treat all children making a disclosure or to whom a concern pertains with dignity and respect; and
- f) treat all child abuse allegations seriously in accordance with applicable legislative obligations.

4.3. The Western Region Volleyball club is committed to promoting best practices in relation to child safety and will periodically review the effectiveness of the child safety policy and procedural principles and revise them as needed.

4.4. The Western Region Volleyball club is committed to ensuring that its employees have access to appropriate professional learning and training opportunities to develop and maintain an understanding of child safety and prevention of harm.

5. Procedural Principles

Child Safe Champion

5.1. The following procedural principles outline appropriate standards of behaviour towards children. The Child Safe Champion is responsible for implementing the standards in Section 5.3 throughout the Western Region Volleyball club.

5.2. The Club President is the Western Region Volleyball club's Child Safe Champion.

General

5.3. All members of the Western Region Volleyball Club Community are responsible for promoting the safety, participation, wellbeing, and empowerment of children by:

- a) treating children with respect and developing strategies to embed a culture of child safety.
- b) The Western Region Volleyball club will ensure that children, including those from linguistically diverse backgrounds, have access to child safety information and support in ways that are culturally safe, accessible, and easy to understand.
- c) obtaining appropriate consent in writing, and retaining appropriate records of the consent, from parents/legal guardians for their children to participate in all Western Region Volleyball club activities.
- d) informing the Western Region Volleyball club of any child safety or wellbeing concerns, instances of suspected child abuse or neglect in accordance with section 5.7.
- e) complying with any child safety training, registration or accreditation requirements which may be relevant to their duties or activities.
- f) encouraging and providing the mechanism for children to raise concerns and issues and to express their views and participate in decisions affecting them; and
- g) engage with families and communities in the design and operations of our activities where practicable and reasonable to do so.

Child abuse

5.4. Child abuse is not tolerated by the Western Region Volleyball club. All individuals covered by this policy must avoid actions or behaviours deemed to be child abuse and have a positive duty to avoid:

- a) using language or behavior towards children or in the presence of children that is inappropriate, harassing, abusive, sexually provocative, grooming, discriminatory, disrespectful, demeaning or culturally inappropriate.
- b) exploiting or harassing children in any way.
- c) engaging in unauthorized personal contact with children, including through social networking sites;
- d) developing special relationships that could be seen as favouritism or grooming behaviours; or
- e) physical and emotional harm being caused to children by other children.

5.5. All members of the Western Region Volleyball club community must immediately inform the Western Region Volleyball club of any concerns or allegations of child abuse or non-compliance with this policy in accordance with Western Region Volleyball club processes established under section 5.7.

5.6. A failure to comply with sections 5.4 or 5.5 may constitute a criminal offence and result in serious penalties.

Responding to and reporting child abuse

5.7. The Western Region Volleyball club's Child Safety Officer is responsible for establishing and implementing processes for responding to and reporting suspected child abuse in accordance with the Reportable Conduct

Scheme, mandatory reporting requirements (where applicable) and other applicable reporting requirements around child safety.

5.8. In the first instance, all concerns must be immediately reported to the Child Safety Officer, and where applicable will contact relevant child safety and law enforcement agencies.

5.9. The Western Region Volleyball club is committed to implementing processes and practices for raising child safety concerns that are child friendly and easily accessible to children, their families, and the Western Region Volleyball club community.

5.10. Members of the Western Region Volleyball club community covered by this policy (as outlined at section 2 - Scope) may be subject to mandatory reporting obligations while carrying out Western Region Volleyball club business.

5.11. These individuals must be aware of their mandatory reporting obligations whilst carrying out Western Region Volleyball club business and must report their concern to the Western Region Volleyball club in the first instance.

5.12. Western Region Volleyball club staff must create and keep accurate records relevant to child safety and wellbeing, including recording incidents, responses and decisions affecting children. Records must be created and maintained.

Working with Children Checks and Suitable staff and volunteers

5.13. Western Region Volleyball club staff, volunteers, students, contractors and other individuals who are engaged to perform work with children directly, indirectly or incidentally must have a working with children check or equivalent background checks.

5.14. The Western Region Volleyball club will ensure position descriptions and Job advertisements clearly demonstrate the Western Region Volleyball club's commitment to child safety and awareness of social and legal responsibilities.

Training and supervision

5.15. Western Region Volleyball club staff and volunteers must receive an appropriate induction and must be made aware of their responsibilities to children and young people, including record keeping, information sharing and reporting obligations.

5.16. Western Region Volleyball club staff and volunteers must complete the required child and cultural safety training where directed to do so.

5.17. The supervision and management of Western Region Volleyball club staff and volunteers is focused on child safety and wellbeing where relevant.

5.18. Any members of the Western Region Volleyball club community who photographs, records the voice and/or image of children, or uses photographs and/or recordings of children's image or voice, for club related business must:

- a) provide an appropriate notice and obtain informed consent directly from the child, where they have capacity to provide it, or from a parent or guardian of the child.

b) ensure that the content and purpose of the photographs, film and recorded or video material are appropriate in accordance with section 5.18 and align with any notice or consent relied upon in collecting information; and

Child employment

5.18. Any member of the Western Region Volleyball club community who employs a child under the age of 15, paid or unpaid, must ensure:

- a) the work does not adversely affect a child's education, health, safety, wellbeing or development.
- b) there is adequate supervision for the duration of the employment.
- c) if the child is employed in entertainment, the child is not subjected or exposed to any behaviour, acts or circumstances:
 - i. That unnecessarily socially isolates the child; or
 - ii. That is likely to intimidate, threaten, frighten or humiliate the child; or

6. Roles and Responsibilities

<i>Role/Decision/Action</i>	<i>Responsibility</i>	<i>Conditions and limitations</i>
<p>Western Region Volleyball club Child Safety Champion</p> <p>Oversee the effectiveness of the implementation of this Policy at the Western Region Volleyball club.</p> <p>Champion a child safe culture at all levels of the organisation through ensuring all Western Region Volleyball club staff and volunteers receive appropriate induction and training on child safety on a mandatory and ongoing basis.</p> <p>Notify the Commissioner for Children and Young People of any reportable allegations under the Reportable Conduct Scheme</p>	Club President	...
Ensure appropriate resources are allocated within academic divisions to implement processes, systems and tools	Club Secretary	

for ensuring child safety in relation to club activities.		
Western Region Volleyball club Child Safety Officer Establish internal processes for reporting and responding to suspected child abuse.	Club Secretary	
Establish and continually review the processes, tools and systems for mitigating risk of harm to children connected to club activities.	Club President	
Implement and continually review the Western Region Volleyball club Working with Children Check Program and other related employee screening processes aimed at keeping children safe. Embed appropriate wording to demonstrate the Western Region Volleyball club's commitment to Child Safety into all templates used for recruiting new staff	Club Secretary	

7. Definitions

Aboriginal and Torres Strait Islander child means a person under the age of 18 years who:

- is of Aboriginal or Torres Strait Islander descent.
- identifies as Aboriginal or Torres Strait Islander; and
- is accepted as Aboriginal or Torres Strait Islander by the community in which they live or have lived.

Child means a person who is under the age of 18 years.

Child abuse means any act committed against a child involving:

- physical violence (including threats of physical violence)
- sexual abuse

- serious emotional or psychological abuse; or
- serious neglect.

Child employment means:

- a child performs work under a contract of service or a contract for services (whether written or unwritten); or
- a child performs work, other than under a contract and whether the child receives payment or other reward for performing that work; and
- the work the child performs is for the benefit (financial or non-financial) of the Western Region Volleyball club.
- the child is subject to directions about how the work is performed.

Child safety , in the context of this policy, means measures to protect children from child abuse, neglect or any form of cultural, emotional, psychological or physical harm.

Children from culturally and/or linguistically diverse backgrounds means a child who identifies as having particular cultural or linguistic affiliations by virtue of their place of birth, ancestry or ethnic origin, religion, preferred language or language spoken at home or because of their parents' identification on a similar basis.

Concern may include an allegation, complaint, or concern regarding the psychological, physical, emotional or cultural wellbeing and safety of a child.

Cultural safety of Aboriginal and Torres Strait Islander children means the positive recognition and celebration of Aboriginal and Torres Strait Islander cultures. It is more than just the absence of racism or discrimination, and more than cultural awareness and cultural sensitivity.

Cultural safety of children from culturally and/or linguistically diverse backgrounds means an environment which is spiritually, socially, and emotionally safe, as well as physically safe for children; where there is no assault, challenge or denial of their cultural or linguistic identity, of who they are and what they need.

Report means a report made by the Western Region Volleyball club's Child Safety Officer to the relevant Government Agency or authority following the receipt and consideration of a complaint or concern.

POLICY APPROVER

Club President

POLICY STEWARD

Club Secretary

REVIEW

This policy is to be reviewed by 22 November 2025.