



Kingston Calisthenics College Child Safe Policy		Approval Date:	December 2016
		Review Date:	December 2018
		Version No:	1
President:	Sign:	Name Sue Macaulay	

Purpose:

This policy is intended to empower children who are vital and active participants in Kingston Calisthenics College. Our aim is to involve them when making decisions, especially about matters that directly affect them. We listen to their views and respect what they have to say.

Our organisational culture aims for all staff and volunteers (in addition to parents/carers and children) to feel confident and comfortable in discussing any allegations of child abuse or child safety concerns. We train our staff and volunteers to identify, assess, and minimise risks of child abuse and to detect potential signs of child abuse.

This policy was written to demonstrate the strong commitment of the management, staff and volunteers of Kingston Calisthenics College to child safety and to provide an outline of the policies and practices the Club has developed to keep everyone safe from any harm, including abuse.

This policy guides our staff and volunteers on how to behave with children in our organisation.

Commitment to Child Safety

All children who are a part of the Club have a right to feel and be safe. The welfare of the children in our care will always be our first priority and the Club has a zero tolerance to child abuse. The Club aims to create a child safe and child friendly environment where children feel safe and have fun and the Club's activities are always carried out in the best interests of the children.

Application of this Policy

This policy was developed by Kingston Calisthenics College and applies to all individuals involved in our organisation (paid and volunteer) including, but not limited to Coaches, Assistant Coaches, Team Managers, Costume Managers, Parents (Guardians), and Social Members.

All of the people to which this policy applies have a role and responsibility in relation to child protection. They must all:

- understand the indicators and risks of child abuse;



- appropriately act on any concerns raised by children; and
- understand and follow all applicable laws in relation to the protection of children and reporting or management of child safety concerns.

Child Abuse

Child abuse can take a broad range of forms including physical abuse, sexual abuse, emotional or psychological abuse and neglect. People to whom this policy applies need to be aware that child abuse can occur whenever there is actual or potential harm to a child, and these are circumstances that the Club is committed to reducing the risk of occurrence.

Children's Rights to Safety and Participation

The Club encourages children to express their views about their safety. 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 staff from diverse cultural backgrounds.

Recruiting staff and volunteers

The Club takes the following steps to ensure best practice standards in the recruitment and screening of staff and volunteers:

- Interview and conduct referee checks on all staff and volunteers
- Where required, request police checks and Working with Children Checks for relevant positions.
- Our commitment to Child Safety and our screening requirements are included in all advertisements and as part of the induction process for new staff or volunteers.

Supporting staff and volunteers

The Club seeks to attract and retain the best staff and 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 Coaches and volunteers.



Reporting a child safety concern or complaint

The Club has appointed Team Managers as Child Safety Persons with the specific responsibility for responding to any complaints made by staff, volunteers, parents or children. Please feel free to discuss any concerns or issues you may have with them.

In addition to our Team Managers our Quality Manager/Complaints Officer or President may be contacted if the matter is in relation to a Coach.

Quality Manager
/ Complaints Officer: Sharon Forsyth - forsyth_sharon@hotmail.com
President: Sue Macaulay - srmac2@bigpond.com

Our complaints process is outlined in our Complaints Handling Policy.

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. To reduce the risk of child abuse occurring, adults to whom this policy applies should avoid direct, unsupervised contact with children. For example, this should be a consideration when:

- using dressing room facilities at competitions;
- at our annual camp or overnight stays for competitions (such as Ballarat);
- travel (i.e. to and from competitions or training); or
- physical contact when coaching or managing children.

Reviewing this policy

This policy will be reviewed every two years and we undertake to seek views, comments and suggestions from children, parents, carers, staff and volunteers involved in the Club.