



Uniting Families in Calisthenics

ACRUCCC Inc. 1.2 - Child Safety & Wellbeing Policy

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Approved By: ACRUCCC Executive Committee, date 30 Oct 2021
Endorsed By: ACRUCCC President, Sarah Kliene, date 30 Oct 2021
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Note: Arden Crescent Rosanna Uniting Church Calisthenics Club (ACRUCCC) will be referred to as "the Club" in this document.

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2. 1.2.1 Purpose

This policy was written to demonstrate the strong commitment of the management, staff and volunteers of the Arden Crescent Rosanna Uniting Church Calisthenics Club (ACRUCCC) (**the Club**) 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. The Club will provide a safe and healthy calisthenics club environment for all children who attend classes at ACRUCCC. This policy encourages everyone to take an active role in providing and implementing a child safe environment.

3. 1.2.2 Commitment to Child Safety

The welfare of the children in our care will always be our first priority and the Club has a zero tolerance to child abuse. All children who are a part of the Club have a right to feel and to be safe and as such, the Club aims to create a child safe and child friendly environment with the best interests of children guiding all Club activities.

The ACRUCCC Committee is committed to ensuring the health, safety and wellbeing of its members, coaches, visitors, volunteers and officials is maintained at all times.

In accordance with the Victorian Government regulations and minimum child safe standards, ACRUCCC will promote:

- 1) The cultural safety of Aboriginal children
- 2) The cultural safety of children from culturally and/or linguistically diverse backgrounds
- 3) The safety of children with a disability

The club has appointed a senior coach and Club President as the Child Safety Persons, from whom advice and support regarding the safety and wellbeing of children in our club can be sought by the children themselves, parents and volunteers.

4. 1.2.3 Application of this Policy

This policy was developed by the Club and in collaboration with coaches, volunteers, children and their parents who use our services.

This policy applies to all individuals involved in our organisation (paid and volunteer) including, but not limited to:

- 1) Administrators
- 2) Coaches
- 3) Officials
- 4) Participants
- 5) Parents
- 6) Spectators

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

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

ACRUCCC is committed to keeping **all** children associated with the Club safe by providing an environment where every child has the right to be treated with respect and is safe and protected from abuse and neglect.

ACRUCCC will adhere to the following standards in relation to child safety within the club:

- 1) ACRUCCC will adhere to all child safety related directives from the Australian Calisthenics Federation and Calisthenics Victoria and to the policies and procedures developed by ACRUCCC.
- 2) Everyone involved with ACRUCCC is encouraged to contribute to child safety by reporting concerns about possible child abuse or neglect.
- 3) ACRUCCC will only use accredited coaches with current Working with Children Checks and Calisthenics approved qualifications, and will seek appropriate staff from diverse cultural backgrounds.
- 4) ACRUCCC Coaches must adhere to the Australian Coaches Council “Code of Ethics” developed by the Australian Sports Commission.
- 5) ACRUCCC will inform, support and provide training as required to all volunteers, parents and members of the club, on the requirements of the child safety policy.
- 6) ACRUCCC is a Gold Leading accredited club and actively promotes the “Codes of Behaviour” as outlined in the “ACF National Members Protection Policy” to all volunteers, parents and members of the club and will inform everyone involved at the club of their legal and ethical rights and responsibilities and the standards of behaviour that are required.
- 7) ACRUCCC will provide all members with a copy of the clubs “Behaviour Code” annually, which must be abided by for the members’ duration in the club.
- 8) ACRUCCC promotes fair play in accordance with the rules of the sport and adheres to the state government’s Victorian Code of Conduct for Community Sport 2010.
- 9) ACRUCCC will actively encourage children who use our services to “have a say” about those things that are important to them. We encourage children to openly express their views about their safety, what they can do if they feel unsafe, and will act on any concerns children, their parents, or others raise with the club.

5. 1.2.4 Child Abuse

Child abuse is defined as “All forms of physical and/or emotional ill-treatment, sexual abuse, neglect or negligent treatment or commercial or other exploitation, resulting in actual or potential harm to the child’s health, survival, development or dignity in the context of a relationship of responsibility, trust or power.” (World Health Organisation) Perpetrators of child abuse and neglect can include adults, young people and older children and can be a single incident, but more commonly takes place over time.

There are four general types of child abuse:

- 1) Physical
- 2) Emotional and psychological
- 3) Sexual
- 4) Neglect
- 5) Children who are particularly more vulnerable and are at a higher risk of abuse are. Infants and preschool children, Indigenous children, children from culturally and/or linguistically diverse backgrounds and children with a disability. (www.childwise.org.au – **Child Wise “Speak Up” booklet Victorian Edition 2016**)

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. Club leaders and volunteer representatives actively listen to and encourage all children who use our services to 'have a say' about things that are important to them, especially on matters that directly affect them..

The Club teaches children about what they can do if they feel unsafe through class and club briefings. The Club listens to and acts on any concerns children, or their parents/carers, raise.

The club follows the Members Protection Policy and Behavioural Guidelines developed by Australian Calisthenics Federation. A hard copy is on display each week during term one for members to view and then stored in the main hall cupboard where it can be viewed on request. This document can also be viewed online via the Australian Calisthenics Federation website – www.australiancalisthenics.org.

The club has also developed its own behaviour code to ensure that all members, parents and Coaches attending our classes are in an environment which is supportive, consistent, and where appropriate limits have been set. We expect that club members, parents and Coaches will treat others as they expect to be treated themselves. Parents of younger members and adult members are required to sign that they agree to and will abide by the behaviour code upon enrolment with the club.

6. 1.2.5 Valuing Diversity

We value diversity and do not tolerate any discriminatory practices. To achieve this ACRUCCC :

- 1) provides the opportunity for any child to participate to build confidence, improve their coordination, flexibility and posture, and to work together in a team sport;
- 2) recognises individual differences and abilities in members and does not get members to complete moves or exercises that may be beyond their ability;
- 3) promotes the cultural safety, participation and empowerment of children from culturally and/or linguistically diverse backgrounds and their families;
- 4) welcomes children with a disability and their families and act to promote their participation; and
- 5) seeks appropriate staff from diverse cultural backgrounds.

7. 1.2.6 Values

All activities, decisions and actions undertaken by ACRUCCC Inc are underpinned by the following set of values:

- 1) **Inclusion** - providing age and skill appropriate programs for all members and promoting the CVI motto "Calisthenics is for everyone".
- 2) **Friendliness** - encouraging new friendships between members and their families.
- 3) **Team work** - promoting good sportsmanship among members within teams, encouraging cooperation with others and promoting members to win and lose with dignity at competitions.
- 4) **Fun** - providing a variety of fun ways to learn calisthenics skills that maintain interest in members.
- 5) **Respect** - treating all members including parents, children and coaches with courtesy, respect and consideration and giving consistent and positive support and encouragement to members.
- 6) **Individuality** - acknowledging differences in others, providing members the opportunities to do their calisthenics routines to the best of their abilities and celebrating the talents of others in the team/club.
- 7) **Family** - welcoming all families to our calisthenics family.
- 8) **Safety** - providing a safe environment for all members, parents and coaches
- 9) **Community** - encouraging members to work together when opportunities become available within the local and greater community to promote and further develop pride in our club.

8. 1.2.7 Responsibilities

The ACRUCCC Committee is responsible for the development, implementation and review of this policy. All Committee members, Coaches, Parents and volunteers are responsible for adhering to this policy.

The ACRUCCC Committee is responsible for publishing, distributing, and promoting this policy to all members of the club and making sure a copy of the policy is made available or accessible to all persons to whom this policy applies.

The ACRUCCC Committee is responsible for following the procedures outlined in the ACF National Members Protection policy (NMPP) if they wish to make a complaint or report a concern about possible child abuse or neglect, discrimination, harassment or other inappropriate behaviour and comply with any decisions and/or disciplinary measures imposed under the ACF NMPP.

Our commitment to child safety and our screening requirements will be included as part of the induction process for new volunteers to ACRUCCC.

Recruiting staff and volunteers

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

- 1) Interview and conduct referee checks on all staff and volunteers
- 2) Working with Children Checks for all parents, competitors over 18 years of age or in relevant Executive 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 staff and volunteers, all of whom receive training on the requirements of the Code.

All Office Bearer positions are required to complete the following web based training:

- ❖ Play by the Rules

All participants and parents are required to agree and sign the ACRUCCC Club Behaviour Code each year contained within their enrolment documents.

9. 1.2.8 Reporting a child safety concern or complaint

The Club has appointed *the* President or Coaches as Child Safety Persons with the specific responsibility for responding to any complaints made by staff, volunteers, parents or children. These persons can be contacted by face to face or email to;

- 1) presidentardencali@gmail.com.au
- 2) ksoterales@bigpond.com
- 3) kirstymanns@hotmail.com
- 4) cassiehook15@gmail.com

ACRUCCC complaints process is outlined in ACRUCCC Policy and Procedure Manual which provides guidance to all club members of the procedures to be taken if there are any reportable incidents. This document is reviewed and updated each calendar year.

10. 1.2.9 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:

- 1) using change room facilities
- 2) using accommodation or overnight stays
- 3) travel or transportation of members
- 4) physical contact when coaching or managing children.

ACRUCCC has developed a risk management policy to assist us to identify and manage risks to which we are exposed to within the sport of calisthenics and to minimise reasonable, foreseeable disruption to our classes and other calisthenics related events, harm to members, Coaches, Parents and/or other visitors, and damage to property.

11. 1.2.10 Procedures

In conjunction with this Child Safe Policy, the following policies outline the additional procedures ACRUCCC adhere to in relation to the health and safety of children of the club:

1) ACF NATIONAL MEMBERS PROTECTION POLICY

ACF have developed a National Members Protection Policy that “outlines the procedures that support our commitment to eliminating discrimination, harassment, child abuse and other forms of inappropriate behaviour from our sport” (**ACF National Members Protection Policy – Part A. National Member Protection Policy – 2. Purpose of this policy – June 2012 edition**)

2) ACF RISK MANAGEMENT POLICY

ACF has developed a risk management policy that “provides guidelines for the risk management ensuring the protection of the health, safety and wellbeing of all ACF members and those who participate in the activities of ACF, members states and affiliated clubs.” (**ACF Risk Management policy - Part 1. Introduction - 1.1 2004 edition**)

3) CVI WORKING WITH CHILDREN CHECK POLICY AND PROCEDURES

“CVI has developed a Working with children check Policy and procedures which is mandatory for all coaches, assistant coaches, cadets over 18 years of age, club officials, backstage crew and volunteers and parents who assist with dressing at all Victorian Calisthenics Competitions.” (**CVI WWCC Policy and Procedures – Volume 1 2016**)

4) ACRUCCC RISK MANAGEMENT POLICY

ACRUCCC has developed a risk management policy to assist us to identify and manage risks to which we are exposed to within the sport of calisthenics and to minimise reasonable, foreseeable disruption to our classes and other calisthenics related events, harm to members, Coaches, Parents and/or other visitors, and damage to property. (**ACRUCCC 9.1 Risk Management Policy**)

5) ACRUCCC HEALTH AND SAFETY POLICY

ACRUCCC has developed a Health and Safety Policy that aims to provide a safe and healthy calisthenics club environment for members, visitors, volunteers, coaches and officials. (**ACRUCCC 8.3 Health and Safety Policy**)

12. 1.2.11 Reviewing this policy

The ACRUCCC Committee is responsible for monitoring and reviewing the Child Safety Policy to ensure its effectiveness. This policy will be reviewed every two years and we will undertake to seek views, comments and suggestions from children, parents, carers, staff and volunteers involved in the Club.

Copies of **all** above mentioned policies are in the "**Emergency Procedures and Policies**" folder located in the main hall cupboard and are available for viewing upon request. Email versions can be made available to all members on request.

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Next Review Date - 01/10/2023

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*This document was developed utilising and adapting content from:
The Commission for Children and Young People (2016), Child Safe Policy*