



Warrandyte Basketball Association

SAFEGUARDING CHILDREN POLICY

1. Introduction:

We have a strong commitment to our Safeguarding Children and Young People framework, and have worked hard to ensure that our policies, procedures, and practices enable us to provide the safest environment possible for children and young people. Our commitment also extends to providing developmentally appropriate and meaningful programs to the community and working with children and their parents to help everyone become healthy and happy.

The Warrandyte Basketball Association is committed to keeping children safe, happy and empowered. We support and respect all children, as well as our staff and volunteers. We are committed to the safety, participation and empowerment of all children.

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. Our Association is committed to preventing child abuse and identifying risks early and removing and reducing these risks.

2. Purpose:

Everyone who participates in our Association's activities is entitled to do so in an enjoyable and safe environment. The Warrandyte Basketball Association has a moral and legal obligation to ensure that, when given responsibility for young people, coaches, officials, volunteers, staff members and parents provide them with the highest possible standard of care.

The Warrandyte Basketball Association is committed to devising and implementing policies so that everyone in sport accepts their responsibilities to safeguard children from harm and abuse. This means to follow procedures to protect children and report any concerns about their welfare to appropriate authorities.

The aim of the policy is to promote good practice, provide children and young people with appropriate safety/protection whilst in the care of the Warrandyte Basketball Association and to allow staff and volunteers to make informed and confident responses to specific child protection issues.

3. Child:

The words 'child' and 'children' in this guide refer to children and young people up to the age of 18 years. This definition is consistent with the national framework, Creating Safe Environments for Children – Organisations, Employees and Volunteers, the Commission for Children and Young People Act, the Child Wellbeing and Safety Act 2005 and the Children, Youth and Families Act 2005.

The term 'child' in this guide is inclusive of anyone under 18 years of age. Not utilising the term 'young people' is not intended to diminish any emphasis on, or acknowledgement of, the safety risks to older children or teenagers.

4. Policy Statement:

Warrandyte Basketball Association is committed to the following:

- The welfare of the child is paramount
- All children, whatever their age, culture, ability, gender, language, racial origin, religious belief and/or sexual identity should be able to participate in basketball in a fun and safe environment
- Taking all reasonable steps to protect children from harm, discrimination and degrading treatment and to respect their rights, wishes and feelings
- All suspicions and allegations of poor practice or abuse will be taken seriously and responded to swiftly and appropriately
- All Warrandyte Basketball Association employees who work with children will be recruited with regard to their suitability for that responsibility, and will be provided with guidance and/or training in good practice and child protection procedures
- Working in partnership with parents and children is essential for the protection of children

5. Promoting Good Practice:

To provide children with the best possible experience and opportunities in basketball everyone must operate within an accepted ethical framework such as The Codes of Conduct. It is not always easy to distinguish poor practice from abuse. It is therefore NOT the responsibility of employees or participants in basketball to make judgements about whether abuse is taking place. It is, however, their responsibility to identify poor practice and possible abuse and act if they have concerns about the welfare of the child.



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6. Children's Rights to Safety and Participation:

The Warrandyte Basketball Association is committed to the safety and wellbeing of all children accessing our service. We support the rights of the child and will act without hesitation to ensure a child safe environment is maintained at all times. The Warrandyte Basketball Association also promotes the involvement and participation of children and young people in developing and maintaining child-safe environments. We promote diversity and tolerance in our Association, and people from all walks of life and cultural backgrounds are welcome.

7. Identify and Analyse Risk of Harm:

The Warrandyte Basketball Association will develop and implement a risk management strategy, which includes a review of existing child protection practices, to determine how child-safe and child-friendly the organisation is and to determine what additional strategies are required to minimise and prevent risk of harm to children because of the action of an employee, volunteer, official, parent, player or another person.

8. Ensure that Adults and Children Adhere to the Codes of Conduct:

The Warrandyte Basketball Association will ensure that all adults are aware of and adhere to the organisation's Codes of Conduct that specify standards of conduct and care when dealing and interacting with children, particularly those in the organisation's care.

The organisation will also implement a code of conduct to address appropriate behaviour between children. All staff and volunteers, as well as children and their families, are given the opportunity to contribute to the development of the Codes of Conduct.

9. Training and Supervision:

Training and education are important to ensure that everyone in our organisation understands that child safety is everyone's responsibility.

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.

Any inappropriate behaviour will be reported through appropriate channels, including the Department of Health and Human Services and Victoria Police, depending on the severity and urgency of the matter.

10. Association Welfare Officer:

It is not the responsibility of anyone working for the Warrandyte Basketball Association in a paid or unpaid capacity to decide whether child abuse has taken place. However, there is a responsibility to act on any concerns through contact with the appropriate authorities so that they can then make inquiries and take necessary action to protect the young person.

This applies BOTH to allegations/suspensions of abuse occurring within our organisation's activities and to allegations/suspensions that abuse is taking place elsewhere.

We expect our members and staff to discuss any concerns that they may have about the welfare of a child IMMEDIATELY with the Association. The Association will ensure that the concerns/incident reported to remain confidential and that the identity of the person reporting the concern/incident is not revealed.

The Association will be required to report all the incidents noted by them to the appropriate authority at Basketball Victoria who will then ascertain whether the person/s involved in the incident play a role in the organisation and act accordingly.

11. Screening and Recruitment:

The Warrandyte Basketball Association ensures that all reasonable steps are taken in order to engage the most suitable and appropriate people to work with children. This is achieved using a range of screening measures. Such measures help us minimise the likelihood of engaging (or retaining) people who are unsuitable to work with children.

We develop selection criteria and advertisements which clearly demonstrate our commitment to child safety and an awareness of our social and legislative responsibilities. Our organisation understands that when recruiting staff and volunteers, we have ethical as well as legislative obligations.

All people engaged in child-related work, including volunteers, are required to hold a Working with Children Check and to provide evidence of this Check. Please see the Working with Children Check website for further information.

12. Fair and Just Procedures for Personnel:

The safety and wellbeing of children is our primary concern. We are also fair and just to personnel. 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 abuse and safety concerns, including investigation updates.



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All records are securely stored. If an allegation of abuse or a safety concern is raised, we provide updates to children and families on progress and any actions we as an organisation take.

13. Privacy:

All personal information considered or recorded will respect the privacy of the individuals involved, whether they be staff, volunteers, officials, parents, or children, unless there is a risk to someone’s safety. We have safeguards and practices in place to ensure any personal information is protected. Everyone is entitled to know how this information is recorded, what will be done with it, and who will have access to it.

14. Legislative Responsibilities:

Our Association takes our legal responsibilities seriously, including:

- Failure to disclose: Reporting child sexual abuse is a community-wide responsibility. All adults in Victoria 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 the police.
- 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.

15. Risk Management:

In Victoria, organisations are required to protect children when a risk is identified (see information about failure to protect above). In addition to general occupational health and safety risks, we proactively manage risks of abuse to our children.

16. Regular Review:

This policy will be reviewed every two years and following significant incidents if they occur. We will ensure that families and children have the opportunity to contribute. Where possible we do our best to work with local Aboriginal communities, culturally and/or linguistically diverse communities and people with a disability.

17. Allegations, Concerns and Complaints:

Our organisation takes all allegations seriously and has practices in place to investigate thoroughly and quickly. We all have a responsibility to report an allegation of abuse if we have a reasonable belief that an incident took place (see information about failure to disclose above).

If an adult has a reasonable belief that an incident has occurred, then they must report the incident. Factors contributing to reasonable belief may be:

- A child states they or someone they know has been abused (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 abuse but is unwilling to report it
- Observing suspicious behaviour

18. Screening Requirements:

As required by the Basketball Victoria Member Protection By-Laws, this attachment sets out the screening process for people in our Club / Association who work, coach, supervise or have regular unsupervised contact with people under the age of 18 years. Our Association will:

- Identify positions that involve working, coaching, supervising or regular unsupervised contact with people under the age of 18 years.
- Where possible, check a person’s referees (verbal or written) about his/her suitability for the role.
- Make sure that the person being interviewed/screened has a valid Working with Children Check (WWC) issued by the Victorian government. Our organisation recognises three (3) exceptions to the Working with Children Check – police officers, coaches under the age of 18 and teachers. These personnel will not be required to have a Victorian WWC for the positions identified in Step 1.

19. Authorisation

This procedure was adopted by the WBA Committee on 21 June 2020.

DOCUMENT CONTROL TABLE

Version No.	Approved by:	Date approved:	Next review date:
1	WBA Committee	21 June 2020	June 2022