



## Child safe policy and statement of commitment

### Purpose

This document sets out how Spirit Magic Basketball Club recognises the importance of child safety and how it is working to ensure our Club creates an environment where all children are safe.

### Child Safety in Victoria

The Victorian Child Safe Standards aim to protect children from abuse in organisations, including physical violence, sexual offences, serious emotional or psychological abuse and serious neglect. The child safe standards require organisations that provide services for children to have a child safe policy and a statement of commitment to child safety. In 2017 all child based organisations need to work to be compliant with the standards.

In complying with the child safe standards child services organisations such as Spirit Magic must include the following principles as part of their response to each standard:

- **promoting the cultural safety of Aboriginal children**
- **promoting the cultural safety of children from culturally and/or linguistically diverse backgrounds**
- **promoting the safety of children with a disability.**

To create and maintain a child safe organisation, Spirit Magic must have:

**Standard 1: Strategies to embed an organisational culture of child safety, including through effective leadership arrangements.**

**Standard 2: A child safe policy or statement of commitment to child safety.**

**Standard 3: A code of conduct that establishes clear expectations for appropriate behaviour with children.**

**Standard 4: Screening, supervision, training and other human resources practices that reduce the risk of child abuse by new and existing personnel.**

**Standard 5: Processes for responding to and reporting suspected child abuse.**

**Standard 6: Strategies to identify and reduce or remove risks of child abuse.**

**Standard 7: Strategies to promote the participation and empowerment of children.**

## Scope of this policy

This policy guides how all our volunteers behave with children in our organisation. The policy applies to all people associated with Spirit Magic including committee members, coaches, team managers, parents of player and players themselves. For the purposes of this policy a child is someone that is under 18 years of age.

## Our commitment to child safety

At Spirit Magic, we want children to be safe, happy and empowered. We support and respect all children, as well as our volunteers.

- Our organisation is committed to child safety.
- 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 policies and procedures.
- We have legal and moral obligations to contact authorities when we are worried about a child's safety, which we will follow.
- Our organisation is committed to preventing child abuse and identifying risks early, and removing and reducing these risks.
- We support and respect all children, as well as our volunteers. We are committed to the cultural safety of Aboriginal children, the cultural safety of children from a culturally and/or linguistically diverse backgrounds, and to providing a safe environment for children with a disability.
- **If you believe a child is at immediate risk of abuse phone 000.**

## Implementation of the Child Safe Standards

Going forward Spirit Magic committee will take steps to implement new Victorian Child Safe Standards. We will:

- continue with our screening of volunteers using the Victorian Working with Children Check (WWCC). In addition to this we will review, with a view to enhancement, our screening & recruitment practices for all volunteers
- develop and provide induction for new volunteers and training and education for our existing volunteers on child abuse risks.
- explore ways to promote diversity and tolerance in our organisation, and ensure people from all walks of life and cultural backgrounds are welcome and, where possible, work with local Aboriginal communities, culturally and/or linguistically diverse communities and people with a disability.
- in addition to general occupational health and safety risks, proactively identify and manage risks of abuse to our children. This will include the development of risk management strategies to identify, assess, and take steps to minimise child abuse risks.

- review our codes of conduct to ensure they specify the standards of conduct required when working with children. All volunteers, as well as children and their families, will have the opportunity to contribute to the review and development of the codes of conduct.
- develop ways to empower children who are vital and active participants in our organisation. We want to involve them when making decisions, especially about matters that directly affect them.
- develop a child friendly reporting process that records all allegations of abuse and safety concerns using an incident reporting form, including investigation process that is legislatively compliant.
- develop systems where all records are securely stored and safeguards and practices are in place to ensure any personal meet their obligation and their information is protected.
- develop policies, procedures and training that support our committee and volunteers in the implementation of the standards.

The safety and wellbeing of children is our primary concern. The decisions we make when recruiting, assessing incidents, and undertaking disciplinary action will always be thorough, transparent, and based on evidence. We are also fair and just in all our dealings

## Our Legislative responsibilities

At Spirit Magic, we will abide by all existing and new laws relating to child safety in Victoria and Australia.

The following sets out the Victorian laws that apply to every adult person who is a member of Spirit Magic and include:

- **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.
- Any personnel who are **mandatory reporters** must comply with their duties. Mandatory reporters are doctors, nurses, midwives, teachers including early childhood teachers, principals and police. They must report to child protection if they believe on reasonable grounds that a child is in need of protection from physical injury or sexual abuse.
- **Victorian Working with Children** Check must be obtained and maintained as valid for every committee member, and all adult coaches, assistant coaches, team managers and trainers. By accessing the online WWCC system you will be asked to nominate an occupational code and the contact details for the Club. Please use the **“Clubs and Associations Occupational Code 42”** and note ***Spirit Magic Basketball Club, PO Box 2260 Ringwood North VIC 3134, Phone 0467 048 284*** when prompted. Copies of all WWCC should be forwarded to the Club President for our records. You will be prompted to renew your WWCC prior to its expiry.

## **Allegations, concerns and complaints**

Spirit Magic takes all allegations seriously and will develop practices to investigate thoroughly and quickly any disclosure, allegation or observation relating to child safety and child abuse.

To ensure this the Spirit Magic committee has appointed a Child Safety Officer to support the club in our child safety endeavours.

The Child Safety Officer, the President, Vice President and the Committee will work to ensure all children, families, 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 (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.

If you have received an allegation, have concerns or a complaint about child safety you should direct your calls to our Child Safety Officer Kellie Moran on 0425 858 774 or via emailing the Club at [spiritmagicpresident@gmail.com](mailto:spiritmagicpresident@gmail.com)

If you want to report a child in **immediate** risk or danger of a sexual offence, please call Triple Zero (000).

If the report is not in relation to an immediate risk, contact your local police station or call Crime Stoppers on 1800 333 000.

## **Regular review**

This policy will be reviewed every 2 years and following significant incidents if they occur. Families and children will have the opportunity to contribute