



Child Safe Policy

SSCBC Child Safe Policy
Version 1.0
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Introduction

Purpose & Scope

The purpose of this policy is to outline the SSCBC's commitment to a child safe culture. It includes an overview of the practices and procedures in place to prevent and respond to allegations of child abuse.

This policy should be read in conjunction with the *SSCBC Code of Conduct*.

Policy Ownership

This policy is considered a live, working, and evolving document.

This policy is owned by the SSCBC General Manager (GM), who is responsible for ensuring this process reflects current practice.

Policy Review

Review Schedule

This policy should be reviewed regularly.

Review Responsibility

The GM is responsible for the regular review of this policy.

Review Scope

The review of this policy should include the following tasks:

- *SSCBC Child Safe Policy* review;
- Review for compliance with the Victorian *Child Safe Standards* and the *National Child Safe Principles*;
- Complaints, concerns and safety incidents are analysed to identify causes and systemic failures to inform continuous improvement;
- Evaluation and improvement of child safe practices; and
- Staff review (satisfaction with the policy, deficiencies etc).

Context

The Victorian Government announced revised Child Safe Standards 1 July 2022. Changes were made to support greater national consistency, reflecting the *National Principles for a Child Safe Organisation*.

Policy

SSCBC enjoys an excellent reputation as an inclusive sailing and recreation club. It is held in high regard within the community and its members have resolved to achieve and maintain the highest standards of conduct. Accordingly, we are committed to providing a safe and inclusive environment for children.

The SSCBC has zero tolerance for child abuse and actively works to listen and empower children.

The SSCBC system includes the SSCBC Code of Conduct to protect children from abuse, and will take all allegations and concerns very seriously and respond to them consistently in line with our policies and procedures.

Standards

SSCBC will:

- Provide a culturally safe environment for the diverse and unique identities and experiences of Aboriginal children, children from culturally and/or linguistically diverse backgrounds, and young people.
- Provide a safe environment for children with a disability and enable participation.
- Embed Child safety and wellbeing in its organisational leadership, governance and culture.
- Empower the rights of children and young people, enabling them to participate in decisions affecting them and to be taken seriously.
- Inform and involve families and the community in promoting child safety and wellbeing.
- Ensure equity is upheld and diverse needs respected in policy and practice.
- Ensure people working with children and young people are suitable and supported to reflect child safety and wellbeing values in practice.
- Ensure staff and volunteers are equipped with the knowledge, skills and awareness to keep children and young people safe with ongoing education and training.
- Make sure processes for complaints and concerns are child focused.
- Ensure that physical and online environments promote safety and wellbeing while minimising the opportunity for children and young people to be harmed.

Our System(s)

The SSCBC system(s) to ensure we maintain a Child Safe environment include:

The *SSCBC Code of Conduct (February 2024)* which ensures we have leading procedures for dealing with issues and concerns.

Child Safe Champions

The SSCBC has two Australian Sports Commission trained *Member Protection Information Officers* (MPIOs), to champion and model compliance, these are:

- Sally Law;
- Julia Mackinnon
- Gavin Wall:

- Deborah Hodgson: and
- Ben Fels

Our MPIOs with the addition of the Sailing Academy Manager David White also fulfil the role of appointed Child Safety Officers and can be contacted through the office to assist with any concerns regarding Child Safety.

Staff and Volunteers

Our staff and volunteers are inducted, trained and supported to recognise indicators of child harm including harm caused by other children and young people. Staff and volunteers receive training and information on how to build culturally safe environments and respond effectively to issues of child safety and wellbeing and support colleagues who disclose harm.

All SSCBC staff performing child-related work hold a current *Working with Children Check (WCC)* as do our Volunteers who work with Children. This is a part of the procedures we use to decide if a worker or volunteer is suitable for a particular role and we continue to monitor their behaviour around children.

Child-related work is defined as: Work within one or more of the occupational fields defined in the Act where the contact with a child is unsupervised, direct, and part of a person's duties.

All SSCBC Committee and Management Team hold valid WCC's and we encourage all Volunteers to complete a WWC check.

Complaints and concerns

SSCBC Child Safe Champions are accessible and child focused when treating with complaints. Any member, staff and or volunteer can seek out a Child Safe Champion to discuss a concern or raise a complaint directly.

We do also, encourage reporting of any Hazards, Accidents, Incidents or Risk (HAIR) with our online HAIR reporting form. Child safety matters can be reported through this process, however if reported anonymously, it may limit further action we can take.

Once a complaint or concern is raised our Child Safe Champions will review the matter and decide on the appropriate treatment. This may include;

- A change to policy and or practice;
- Additional training; or
- Referring the matter, invoking the Treating alleged Misconduct within the *SSCBC Code of Conduct and Club Rules, Part 3 – Members, Disciplinary Procedures and Grievances* which details the processes for dealing with misconduct.

Community

The SSCBC expects its families, communities to be informed and involved in promoting child safety and wellbeing.

We engage and openly communicate with families and the community about our child safe approach and information is accessible via the SSCBC website www.sscbc.com.au or by approaching one of our Child Safe Champions.

The SSCBC will involve and expects families to participate in decisions affecting their child.

Document Version Control

Version	Date	Author	Comments
0.1	23/08/22	Deborah Hodgson	Initial draft
0.2	3/07/24	Gavin Wall	Review
1.0	05/07/24	Julia McKinnon & Deborah Hodgson	Update