



# Child Safe Policy

## Purpose

This policy was written to demonstrate the strong commitment of the Executive and members of the Latrobe Valley Umpires Association to child and youth safety and to provide an outline of the policies and practices the Association has developed to keep everyone safe from any harm, including abuse.

## Commitment to Child Safety

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

## Application of this Policy

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

- Umpires
- Coaches
- Officials

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/or youth; and
- understand and follow all applicable laws in relation to the protection of children and reporting or management of child and youth 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 or youth, and these are circumstances that the Association is committed to reducing the risk of occurrence.

## Children's Rights to Safety and Participation

The Association encourages children and youth to express their views about their safety. We listen to their suggestions, especially on matters that directly affect them. We actively encourage all children and youth who use our services to 'have a say' about things that are important to them.

We teach children and youth about what they can do if they feel unsafe. We listen to and act on any concerns children and youth, 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 youth, 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
- welcome appropriate staff and members from diverse cultural backgrounds.

## **Recruiting staff and volunteers**

The Association requires all adult members to be registered with current Working With Children Checks. Working with Children Checks must be provided to the Association secretary who keeps a register of active members.

## **Supporting staff and volunteers**

The Association 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.

## **Reporting a child safety concern or complaint**

The Association has appointed *Rachel Dodd* as a Child Safety Person with the specific responsibility for responding to any complaints made by umpires, volunteers, parents or children. She can be contacted on **0499 077 735**.

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

- using change room facilities;
- using accommodation or overnight stays;
- travel; 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 Association.