



CHILD PROTECTION POLICY

1. Child Protection

Squash NT is committed to the safety and wellbeing of all children and young people 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. We also support the rights and wellbeing of our staff and volunteers and encourage their active participation in building and maintaining a secure environment for all participants.

Squash NT acknowledges that our staff, members and volunteers provide a valuable contribution to the positive experiences of children involved in our sport. Squash NT aims to continue this and to take measures to protect the safety and welfare of children participating in our sport by:

1.1: Identify and Analyse Risk of Harm

Squash NT will maintain its 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 or another child.

1.2: Develop Codes of Conduct for Adults and Children

Squash NT will ensure that the organisation has 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.

1.3: Choose Suitable Employees and Volunteers

Squash NT will ensure that the organisation takes all reasonable steps to ensure that it engages the most suitable and appropriate people to work with children.

This may be achieved using a range of screening measures. Such measures will aim to minimise the likelihood of engaging (or retaining) people who are unsuitable to work with children.

Squash NT will ensure that all staff and volunteers have a valid Ochre card as prescribed by law in the Northern Territory.

1.4: Support, Train, Supervise and Enhance Performance

Squash NT will ensure that volunteers and employees who work with children or their records have ongoing supervision, support and training such that their performance is developed and enhanced to promote the establishment and maintenance of a child-safe environment.

1.5: Empower and Promote the Participation of Children in Decision-Making And Service Development

Squash NT will promote the involvement and participation of children and young people in developing and maintaining child-safe environments.

1.6: Report and Respond Appropriately To Suspected Abuse and Neglect

Squash NT will ensure that volunteers and employees are able to identify and respond to children at risk of harm.

Squash NT will make all volunteers and employees aware of their responsibilities under respective state laws if they have suspicion on reasonable grounds that a child has been or is being abused or neglected.

In addition to any legal obligation, if any person feels another person or organisation bound by this policy is acting inappropriately towards a child or is breaching the code'(s) of practice set out they may make an internal complaint.

2. Images of Children

2.1: Taking images of Children

Squash NT requires that individuals and associations, wherever possible, obtain permission from a child's parent/guardian before taking an image of a child that is not their own and ensure that the parent knows the way the image will be used.

We also require the privacy of others to be respected and disallow the use of camera phones, videos and cameras inside changing areas, showers and toilets.

2.2: Use of Child Images

If Squash NT uses an image of a child it will avoid naming or identifying the child or it will, wherever possible, avoid using both the first name and surname. We will not display personal information such as residential address, email address or telephone numbers without gaining consent from the parent/guardian. We will not display information about hobbies, likes/dislikes, school, etc. as this information can be used as grooming tools by paedophiles or other persons. We will only use appropriate images of a child, relevant to our sport and ensure that the child is suitably clothed in a manner that promotes the sport, displays its successes, etc. Where possible we will seek permission to use these images.

We require our members, member associations and clubs to do likewise.