



SQUASH NSW CHILD SAFE SQUASH CHILD SAFETY POLICY

Purpose

Squash NSW is committed to promoting and protecting the interests and safety of children. We have zero tolerance for child abuse.

Everyone working at Squash NSW is responsible for the care and protection of children and reporting information about child abuse.

Responsibilities

The purpose of this policy is:

1. To facilitate child abuse prevention strategies within Squash NSW.
2. To work towards an organisational culture of child safety.
3. To ensure that all parties are aware of their responsibilities for identifying situations in which child abuse could occur; for establishing controls and procedures for preventing potential abuse; and/or detecting and responding to abuse if it occurs.
4. To provide guidance to staff/volunteers/contractors as to action that should be taken where they suspect any abuse within or outside of the organisation.
5. To provide a clear statement to staff/volunteers/contractors prohibiting any such abuse.
6. To provide assurance that any and all suspected abuse will be reported and fully investigated.

Policy

Squash NSW is committed to promoting and protecting the best interests of children involved in its programs.

All children, regardless of their gender, race, religious beliefs, age, disability, sexual orientation, or family or social background, have equal rights to protection from abuse.

Squash NSW has zero tolerance for child abuse. Everyone working at Squash NSW is responsible for the care and protection of the children within our care and reporting information about suspected child abuse.

Child protection is a shared responsibility between the Squash NSW, all employees, workers, contractors, associates, and members of the Squash NSW community.

Squash NSW will consider the opinions of children and use their opinions to develop child protection policies.

Squash NSW supports and respects all children, staff and volunteers.

Squash NSW is committed to the cultural safety of Aboriginal children, and those from culturally and/or linguistically diverse backgrounds, and to providing a safe environment for children living with a disability.

If any person believes a child is in immediate danger phone 000. If any person believes a child is at risk of significant harm phone the Child Protection helpline on 13 2111.

Related Policies and Procedures

Squash NSW Member Protection Policy
Child Safe Squash Commitment Policy or Statement?
Child Safe Squash Child Safety Policy
Child Safe Code of Conduct for Employees, Volunteers etc working with Children
Child Safe Recruitment and Screening Requirements Policy
Child Safe Induction and Training Policy
Child Safe Framework Working with Children Policy
Child Safe Working with Children Check Procedure
New Employee Induction Checklist
Squash Australia Member Protection Policy

Supporting Resources

Play By the Rules: https://www.playbytherules.net.au
Office of the Children's Guardian: https://www.kidsguardian.nsw.gov.au/

Document Version History

Reference	Date approved	Date Last amended	Date of next review	Status
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Child Protection Procedure

Purpose

The Board of Squash NSW has ultimate responsibility for the detection and prevention of child abuse and is responsible for ensuring that appropriate and effective internal control systems are in place. The Board is also responsible for ensuring that appropriate policies and procedures and a Child Protection Code of Conduct are in place.

The CEO of Squash NSW is responsible for:

- Ensuring policies and procedures to prevent and investigate reports of child abuse are complied with in addition to any other responsible entity or person;
- Ensuring that all staff, contractors, and volunteers are aware of relevant laws, organisational policies and procedures, and the organisation's Code of Conduct;
- Ensuring that all adults within the Squash NSW community are aware of their obligation to report suspected sexual abuse of a child in accordance with these policies and procedures;
- Ensuring that all staff, contractors and volunteers are aware of their obligation to observe the Codes of Conduct (including the Child Safe Code of Conduct); and
- Providing support for staff, contractors and volunteers in undertaking their child protection responsibilities.
- All managers must ensure that they:
 - Promote child safety at all times;
 - Assess the risk of child abuse within their area of control and eradicate or minimise any risk to the extent possible;
 - Educate employees about the prevention and detection of child abuse; and
 - Facilitate the reporting of any inappropriate behaviour or suspected abusive activities.
- Management should be familiar with the types of abuse that might occur within their area of responsibility and be alert for any indications of such conduct.
- All staff/volunteers/contractors share the responsibility for the prevention and detection of child abuse, and must:
 - Familiarise themselves with the relevant laws, the Codes of Conduct, and Squash NSW's policy and procedures in relation to child protection, and comply with all requirements;
 - Report any reasonable belief that a child's safety is at risk to the relevant authorities (such as the police and/or the state-based child protection service) and fulfil their obligations as mandatory reporters;
 - Report any suspicion that a child's safety may be at risk to their supervisor (or, if their supervisor is involved in the suspicion, to a responsible person in the organisation); and
 - Provide an environment that is supportive of all children's emotional and physical safety.

Definitions

Child means a person below the age of 18 years unless, under the law applicable to the child, majority is attained earlier.

Child protection means any responsibility, measure or activity undertaken to safeguard children from harm.

Child abuse means all forms of physical abuse, emotional ill-treatment, sexual abuse and exploitation, neglect or negligent treatment, commercial (e.g. for financial gain) or other exploitation of a child and includes any actions that results in actual or potential harm to a child.

Child sexual assault is any act which exposes a child to, or involves a child in, sexual processes beyond his or her understanding or contrary to accepted community standards. Sexually abusive behaviours can include the fondling of genitals, masturbation, oral sex, vaginal or anal penetration by a penis, finger or any other object, fondling of breasts, voyeurism, exhibitionism, and exposing the child to or involving the child in abuse material. It includes child grooming, which refers to actions deliberately undertaken with the aim of befriending and establishing an emotional connection with a child to lower the child's inhibitions in preparation for sexual activity with the child.

Reasonable grounds for belief is a belief based on reasonable grounds (see below) that child abuse has occurred when all known considerations or facts relevant to the formation of a belief are taken into account and these are objectively assessed. Circumstances or considerations may include the source of the allegation and how it was communicated, the nature of and details of the allegation, and whether there are any other related matters known regarding the alleged perpetrator.

A reasonable belief is formed if a reasonable person believes that:

- a) the child is in need of protection;
- b) the child has suffered or is likely to suffer "significant harm as a result of physical injury"; or
- c) the parents are unable or unwilling to protect the child.

A 'reasonable belief' or a 'belief on reasonable grounds' is not the same as having proof but is more than mere rumour or speculation.

A 'reasonable belief' is formed if a reasonable person in the same position would have formed the belief on the same grounds. For example, a 'reasonable belief' might be formed if:

- a) a child states that they have been physically or sexually abused;
- b) a child states that they know someone who has been physically or sexually abused (sometimes the child may be talking about themselves);
- c) someone who knows a child states that the child has been physically or sexually abused;
- d) professional observations of the child's behaviour or development leads a professional to form a belief that the child has been physically or sexually abused or is likely to be abused; and/or
- e) signs of abuse lead to a belief that the child has been physically or sexually abused.

Employment of New Personnel

Squash NSW undertakes a comprehensive recruitment and screening process for all workers and volunteers that aims to:

- promote and protect the safety of all children under the care of the organisation;
- identify the safest and most suitable people who share Squash NSW's values and commitment to protect children; and
- prevent a person from working at Squash NSW if they pose a risk to children.

Squash NSW requires all workers/volunteers to pass through the organisation's recruitment and screening processes prior to commencing their engagement with Squash NSW.

Squash NSW may require applicants to provide a police check in accordance with the law and/or as it deems appropriate, before the applicant commences work at Squash NSW and during their time with Squash NSW at regular intervals.

Squash NSW will undertake thorough reference checks as per the approved internal procedure.

Once engaged, workers/volunteers must review and acknowledge their understanding of this Policy.

Risk Management

Squash NSW will ensure that child safety is a part of its overall risk management approach.

Squash NSW will have a risk and compliance sub-committee committed to identifying and managing risks at Squash NSW. Risk and compliance sub-committee members will receive regular training in relation to child safety.

Reporting

Any staff member, volunteer or contractor who has grounds to suspect abusive activity must immediately notify the appropriate child protection service or the police. They should also advise their supervisor about their concern.

In situations where the supervisor is suspected of involvement in the activity, or if the person having the suspicion does not believe that the matter is being appropriately addressed or dealt with, the matter should be reported to the next highest level of supervision.

Supervisors must report complaints of suspected abusive behaviour or misconduct to the CEO and also to any external regulatory body such as the police.

Mandatory Reporting

Legislation	Who reports	When can a report be made?	Who is a child?
<i>Crimes Act 1900 (NSW)</i>	Any person	It is mandatory for a person to make a report to the police if: <ul style="list-style-type: none">• the person knows or believes that a serious indictable offence has been committed (i.e. child abuse); and• their information might be of assistance to police in apprehending, prosecuting or convicting the offender.	A person under 18 years old

NB: exceptions may apply.

<i>Children and Young Persons (Care and Protection) Act 1998 (NSW)</i>	Professionals who provide healthcare, welfare, education, children's services, residential services or law enforcement.	It is mandatory for a person to make a report to Department of Family and Community Services	A person under 16 years old
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Voluntary Reporting

Legislation	Who reports	When can a report be made?	Who is a child?
<i>Children and Young Persons (Care and Protection) Act 1998 (NSW)</i>	Any person	A voluntary reporter may make a report to the Department of Family and Community Services if the person has reasonable grounds to suspect that a child (0-15 year old) or young person (16 to 17 year old) is at risk of significant harm.	A person under 16 years old

Investigating

If the appropriate child protection service or the police decide to investigate a report, all employees, contractors or volunteers must co-operate fully with the investigation.

Whether or not the authorities decide to conduct an investigation, the CEO will consult with the authorities to determine whether an internal investigation is appropriate. If it is decided that such an investigation will not conflict with any proceeding of the authorities, the CEO may decide to initiate such an investigation. All employees, contractors and volunteers must co-operate fully with the investigation.

Any such investigation will be conducted according to the rules of natural justice.

The CEO will make every effort to keep any such investigation confidential; however, from time to time other members of staff may need to be consulted in conjunction with the investigation.

After an initial review and a determination that the suspected abuse warrants additional investigation, the CEO shall coordinate the investigation with the appropriate investigators

and/or law enforcement officials. Internal or external legal representatives will be involved in the process, as deemed appropriate.

Responding

If it is alleged that a member of staff, contractor or a volunteer may have committed an offence or have breached the organisation's policies or its Code of Conduct the person concerned may be stood down (with pay, where applicable) while an investigation is conducted.

If the investigation concludes that on the balance of probabilities an offence (or a breach of the organisation's policies or Code of Conduct) has occurred then disciplinary action may follow, up to and including dismissal or cessation of involvement with the organisation. The findings of the investigation will also be reported to any external body as required.

Privacy

All personal information considered or recorded will respect the privacy of the individuals involved unless there is a risk to someone's safety. Squash NSW will have safeguards and practices in place to ensure any personal information is protected.

Everyone is entitled to know how their personal information is recorded, what will be done with it, and who will be able to access it.

Reviewing

At a minimum, every two years, and following every reportable incident, a review shall be conducted to assess whether the organisation's child protection policies or procedures require modification to better protect the children under the organisation's care.

This policy must be read in conjunction with:

- The law of the Commonwealth or the relevant NSW laws (or where relevant other state or territory laws);
- Squash NSW's Code of Conduct and any related policies.

Supporting Resources

Play By the Rules: https://www.playbytherules.net.au
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Office of the Children's Guardian: https://www.kidsguardian.nsw.gov.au/
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