MITCHAM BASKETBALL CLUB INCORPORATED

Child Safe Policy

Written By: *Simon Owens*
Approved By: *Mitcham Basketball Club Incorporated Committee of Management*

Purpose
This policy was written to demonstrate the strong commitment of the management, staff and volunteers of the *Mitcham Basketball Club Incorporated* (hereinafter referred to as "The Club") to child safety and to provide an outline of the policies and practices the Club has developed to keep everyone safe from any harm from any type of abuse.

Commitment to Child Safety
All children who are a part of the Club have a right to feel and be safe. The welfare of the children in our care will always be our first priority and the Club has a zero tolerance to child abuse, harassment, bullying or discrimination. The Club aims to create a child safe and child friendly environment where children feel safe and have fun and the Club's activities are always carried out in the best interests of the children.

Application of this Policy
This policy was developed by the *Committee of Management*

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

- Administrators
- Coaches
- Officials
- Participants
- Parents
- Spectators.

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

Children's Rights to Safety and Participation
The Club encourages children to express their views about their safety. We listen to their suggestions, especially on matters that directly affect them. We actively encourage all children who use our services to 'have a say' about things that are important to them.
We teach children about what they can do if they feel unsafe. We listen to and act on any concerns children, 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 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
- seek appropriate staff from diverse cultural backgrounds.

Recruiting staff and volunteers
The Club takes the following steps to ensure best practice standards in the recruitment and screening of staff and volunteers:

- We require all committee members, coaches and staff aged 18 and over to have valid Working with Children Checks.
- We require all committee members, coaches and staff aged 18 and over to sign a Basketball Victoria Statutory Declaration/Member Protection Declaration.
- We require all committee members, coaches and staff aged 18 and over to comply with all Club policies and Codes of Conduct.

Supporting staff and volunteers
The Club 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, all of whom receive training on the requirements of the Code.

Reporting a child safety concern or complaint
The Club does not currently have an appointed Child Safety Officer with the specific responsibility for responding to any complaints made by staff, volunteers, parents or children. That may well change in the future but at this time the role will be jointly shared by the President and Vice-President whose contact details can be found on the contacts page of the website www.mitchamthunder.com.
In the event that the President and Vice President are not contactable, complaints can be directed to any member of the club's committee whose contact details also appear on the website.

Reporting suspected child abuse
If a Member, coach, staff, child, parent, guardian or volunteer has a concern relating to potential child abuse or other criminal conduct it should be IMMEDIATELY reported directly by them to the police and/or the child protection authorities as appropriate using the following contact details.
Vic Police: 03 9247 6666 www.police.vic.gov.au
Dept of Human Services: 131 278 www.dhs.vic.gov.au

Prudent Practices, Risk Management and Parental responsibilities
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.
To reduce the risk of child abuse occurring, adults to whom this policy applies should avoid direct, unsupervised contact with children of others (without consent from that child's parent or guardian.
For example, this should be a consideration when:

- Accessing change room facilities

- Using accommodation or overnight stays
- Undertaking travel
- Communicating with children
- Coaching or managing children

Unsupervised contact with children aged under 18
Committee Members, Coaches, and staff should be aware that outside the activities of basketball games and training sessions, we strongly advise that **NO** contact should occur between the persons in positions of responsibility and children of other parents without the consent of the parent or guardian.
This includes but is not limited to contacting children via

- SMS or Phone or similar.
- Online / Internet services such as Skype, Messenger, Discord or similar
- Social media such as Facebook, Instagram or similar
- Communication enabled games such as Minecraft, Call of Duty or similar
- After school impromptu training sessions without the prior knowledge and consent of the parent or guardian
- Etc…..

We highly recommend that all parents or guardians

- Do not leave your child unsupervised before or after training and games.
- Notify the Coach if you are running late to pick up your child.
- Remember that children participate in sport for their enjoyment, not yours.
- Encourage children to participate, do not force them.
- Focus on the child's efforts and performance rather than winning or losing.
- Encourage children always to play according to the rules
- Encourage children to settle disagreements without resorting to hostility or violence.
- Never ridicule or yell at a child for making a mistake or losing a competition.
- Appreciate good performances and skilful plays by all participants.
- Support all efforts to remove verbal and physical abuse from sporting activities.
- Respect officials' decisions and teach children to do likewise.
- Respect the rights, dignity and worth of every young person regardless of their gender, ability, cultural background or religion.

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 Club.