



Child-Safe POLICY

Volunteers play an important part in helping kids grow and develop. Without volunteers and their parent organisations many of the activities and services that kids need and enjoy would not be available. When an organisation has the best interests of children and young people in mind, it means kids will feel safe, protected and welcome in the workplace.

Each of the requirements below have been taken from the guidelines at <http://www.kids.nsw.gov.au/volunteers/>

The League shall always endeavour to ensure that children:-

- ◆ Feel safe and protected from harm;
- ◆ Have a say in planning activities and other decisions that affect them;
- ◆ Are listened to;
- ◆ Are respected; and
- ◆ Have their best interests considered and upheld.

To achieve these goals, The League shall:-

- ◆ Establish clear position descriptions for volunteers;
We comply with this by publishing Duty Statements for each Team Official involved in Teams under The League's control.
- ◆ Complete interviews and referee checks;
We comply with this by requiring an interview process for all applicants involved in selection as Team Officials, and by requiring provision from applicants of at least two referees.
- ◆ Implement professional behaviour standards through codes of conduct or similar guidelines;
We require all Representative Team Officials to assent to the NSWBL Code of Conduct prior to applying for a position with a Representative Team. We require all Club Officials to assent to our own Code of Conduct to participate in HJBA competitions.
- ◆ Develop child protection and complaint management policies;
Our Child Protection Policy is contained within this Statement. Our Complaint Management Policy is to publish the name and contact details of our Child Protection Officer ([Denice Conyard](#), phone 9999-1996) who will discharge her responsibilities in accordance with the principles contained at www.kids.nsw.gov.au.
- ◆ Maintain supervision and support for volunteers working with kids;
We comply with this by publishing Duty Statements for each Team Official, and by providing access to our Child Protection Officer ([Denice Conyard](#), phone 9999-1996) who is qualified to advise if required.
- ◆ Provide child protection training for staff and volunteers;
Training is available through contact with our Child Protection Officer or directly from www.kids.nsw.gov.au.
- ◆ Have ongoing training on duty of care, occupational health and safety, volunteer rights and responsibilities and confidentiality.
Again, training is available through contact with our Child Protection Officer or directly from www.kids.nsw.gov.au.

Indicators of Child Abuse....

The following list contains acknowledged indicators of child abuse. **One indicator alone may not indicate that a child has been abused or neglected.** You should also consider other, more benign, factors which may have led to one or more of these indicators.

- ◆ Bruising, especially to the face, head or neck.
- ◆ Multiple injuries such as bruises, burns or fractures.
- ◆ An injury left untreated.
- ◆ Differing versions of how an injury occurred.
- ◆ A child or relative speaking out about abuse.
- ◆ A child, by talking about someone else being abused, may actually mean himself or herself.
- ◆ Descriptions of sexual behaviour inappropriate for the child at his/her current age.
- ◆ A high level of distrust of other people, particularly adults.
- ◆ Being unable to relate appropriately to adults and/or other children.
- ◆ Exhibiting extreme attention-seeking, bullying or other aggressiveness.
- ◆ Seeking indiscriminate or inappropriate adult affection.

Improper Adult Conduct of a Sexual Nature....

This is misconduct which does not fit into the strict definition of "sexual abuse". It is **unwarranted, unsolicited unreciprocated** behaviour such as:-

- ◆ Sexual or smutty jokes,
- ◆ Personally offensive verbal comments or gestures,
- ◆ Physical contact such as patting, pinching, or putting an arm around a child's body,
- ◆ Requests or demands for sexual activity or contact.
- ◆ Otherwise inappropriate behaviour when children are present.

NOTE:-

Improper conduct may be unintentional (ie:- the individual may not be aware that any behaviour is causing offence). Similar distress could be caused by both intentional and unintentional improper conduct. Remember that if not addressed, improper conduct can easily escalate to sexual assault.

Notification Procedures.

Verbal notification must be made to the CPO as soon as possible. The following information should be provided by the complainant...

- ◆ Name, description and home address of the child involved.
- ◆ Any other known details such as age of the child, school attended, name of siblings etc.
- ◆ The need for an interpreter if applicable.
- ◆ Full details of conversations, events and observations which led to the report
- ◆ Any other relevant information.
- ◆ Your contact name and telephone number.
- ◆ A written follow-up, ideally within 24 hours of the verbal report.

Alleged Improper Conduct by a Team or Club Official...

If you suspect an official of improper conduct, you should follow the Notification Procedure above immediately. The CPO will instigate the appropriate procedure.

Child Abuse can be...

- ◆ Sexual Abuse. Any sexual act or sexual threat imposed on a child.
- ◆ Neglect occurs when a child is harmed because a parent/guardian or caregiver fails to provide the basic physical and emotional necessities of life.
- ◆ Physical abuse refers to non-accidental injury to a child generally caused by an adult who is responsible for that child.
- ◆ Emotional abuse is behaviour by a parent, guardian or caregiver which can destroy the confidence of the child and cause significant emotional distress or hurt.

Confidentiality

The identity of the notifier is not to be revealed to any person or officer of any government department without the consent of the notifier. The Children (Care & Protection) Act 1987 makes provision for safeguarding the identity of a person making notification of suspected child abuse or neglect. No agency is allowed to disclose the identity of the notifier to the parent/guardian.