



**Sturt Lacrosse Club**

# **Child Safe Policy**

Version 1  
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## Sturt Lacrosse Club Child Safe Policy

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## 1. Purpose

This policy was written to demonstrate the strong commitment of Sturt Lacrosse Club to child safety and establishing and maintaining child safe and child friendly environments.

## 2. Context

This policy reflects our commitment to provide a safe environment where every person has the right to be treated with respect and is safe and protected from harm.

It complies with our obligations under the *Children's Protection Act 1993*, including:

- Section 8B – 8D – child safe environments and criminal history assessments for people working with children; and
- Section 11 – Mandatory reporting.

It also complies with the Child safe environments: Principles of good practice and Child safe environments: Standards for dealing with information obtained about the criminal history of employees and volunteers who work with children issued by the Chief Executive. (Section 8A, *Children's Protection Act 1993*).

## 3. Scope

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This policy, from the date of endorsement, applies to all people involved in the organisation, including:

- employees (permanent and casual)
- volunteers
- contractors
- sub-contractors
- work experience students
- indirect service providers
- any other individual involved in this organisation

*Note: In this policy, the term "employee" is intended to cover all persons occupying any position listed above*

## 4. Commitment to child safety

All children who come to Sturt Lacrosse Club have a right to feel and be safe. We are committed to the safety and well-being of all children and young people accessing our services and the welfare of the children in our care will always be our first priority. We aim to create a child safe and child friendly environment where all children are valued and feel safe.

We plan to appoint a child safety officer as a first point of contact to provide advice and support to children, parents, employees and volunteers regarding the safety and well-being of children in our organisation (*note: the appointment of a child safety officer is not a mandatory requirement for a child safe policy*).

## **5. Children's participation**

Sturt Lacrosse Club encourages and respects the views of children and young people who access our services. We listen to and act upon any concerns that children, young people or their families raise with us. We teach children what they can do if they feel unsafe.

We ensure that children, young people and their families know their rights and how to access the complaints procedures available to them.

We value diversity and do not tolerate any discriminatory practices.

## **6. Recruitment practices**

Sturt Lacrosse Club takes all reasonable steps to ensure that it engages the most suitable and appropriate people to work with children. We employ a range of screening measures and apply best practice standards in the screening and recruitment of employees and volunteers. We interview and conduct referee checks on all employees.

We conduct criminal history assessment for people working with children, as set out in Section 8B of the *Children's Protection Act 1993*. Criminal history assessments are required for anyone within our organisation that:

- has regular contact with children and is not directly supervised at all times;
- works in close proximity to children on a regular basis and is not directly supervised at all times; or
- supervises or manages persons who:
  - have regular contact with children or
  - work in close proximity to children on a regular basis; or
- has access to sensitive records relating to children or young people.

Exemptions from this requirement may apply in some circumstances.

We ensure that criminal history information is dealt with in accordance with the Child Safe Environments: Standards for dealing with information obtained about the criminal history of employees and volunteers who work with children, issued pursuant to Section 8A, *Children's Protection Act 1993*.

## 7. Code of Conduct

All members are made aware of, and must abide by, our Code of Conduct. Our Code of Conduct was developed in collaboration with all our employees, volunteers, the children who use our services and their parents.

## 8. Support for employees and volunteers

Sturt Lacrosse Club seeks to attract and retain the best volunteers. We provide support and supervision so people feel valued, respected and fairly treated. We ensure that employees/volunteers who work with children have ongoing supervision, support and training so that their capacity is developed and enhanced to promote the establishment and maintenance of a child safe environment.

Strategies we have implemented include:

- All new employees undergo induction and receive a copy of our child safe policy and code of conduct.
- All employees receive regular supervision sessions that include a focus on ongoing learning about child protection and other matters that affect children and young people.
- A child safety officer has been appointed as a first point of contact for all child protection matters.

## 9. Reporting and responding to suspected child abuse and neglect

*Information about making appropriate reports of abuse or neglect is available from the Families SA website <http://www.families.sa.gov.au/childsafe>.*

Sturt Lacrosse Club will not tolerate incidents of child abuse.

All employees and volunteers understand their obligation to notify the Child Abuse Report Line on **13 14 78** as soon as practicable if they have a reasonable suspicion that a child has been, or is being, abused or neglected.

From time to time we provide opportunities for volunteers to attend information sessions about these mandatory reporting obligations. We also ensure that employees have access to relevant information resources such as:

- Child safe environment: Guidelines for mandated notifiers and information for organisations (available to view or download from [www.families.sa.gov.au/childsafe](http://www.families.sa.gov.au/childsafe))
- Families SA reporting child abuse website: <http://www.dfc.sa.gov.au/pub/default.aspx?tabid=485>
- Free online SMART (Strategies for Managing Abuse Related Trauma) Learning package, developed by the Australian Childhood Foundation: [www.childhood.org.au](http://www.childhood.org.au)

We ensure that support is also available for the volunteer making the report, particularly where an ongoing service is provided to the child, young person and their family.

### **Supporting children, young people and their families**

Child Protection is everyone's responsibility. Sturt Lacrosse Club recognises that even where a report is made, we may still have a role in supporting the child or young person. This support may include:

- Referring the child, young person or their family to other appropriate services
- Displaying information about services that can assist children and their families (such as the Kids Helpline and Youth Healthline) in areas accessed by children and their families.

### **Dealing with reports or concerns relating to the actions of an employee or volunteer of our organisation**

In addition to making a report to the Child Abuse Report Line, employees and volunteers must also report to *[insert responsible officer]* or management if reasonable suspicion is formed that a child has been, or is being, abused or neglected by another member, employee, or volunteer.

In response to any report to management concerning a member, employee or volunteer of this organisation, management may determine to take disciplinary action.

Other protective actions may also be introduced to ensure the safety of children and young people within our organisation.

## **10. Strategies to minimise risk**

Policies and procedures may address (but are not limited to):

- Transportation
- Taking images of children
- Supervision of children
- Child safety officer
- Complaints procedures
- Physical contact
- Responsibilities
- Procedure for breaches of policy
- Training\cyber safe guidelines
- Protecting privacy and confidentiality
- Procedures for dealing with situations where a member is being investigated for, or is charged with, a serious criminal offence.

Evaluation of these strategies and the development of additional strategies to minimise and control risks to children and young people occur as part of our ongoing risk management process.

## 11. Harassment/bullying

Sturt Lacrosse Club opposes all forms of harassment, discrimination and bullying. We take this issue seriously and encourage anyone who believes that they, or another person, has been harassed, discriminated against or bullied to raise this issue with [\[insert contact officer\]](#) or management.

## 12. Communication

Sturt Lacrosse Club will ensure that everyone to whom this policy applies is aware of and has had an opportunity to read the policy.

We also ask employees, volunteers and parents (where appropriate) to sign a written statement indicating that they have read and will abide by our child-safe policy. We retain a copy of all signed statements.

## 13. Related policies and procedures

The Sturt Lacrosse Club has the following policies and procedures relating to the protection of children:

- Member Protection Policy – version 1, October 2011
- Staff and volunteer recruitment procedures, including those relating to conducting criminal history assessments (refer to appendix 1)
- *To be developed: Policy and procedure for dealing with members charged with, or under investigation for, a serious criminal offence*
- *To be developed: Risk management strategy*

## 14. Resources:

- Play by the Rules initiative ([www.playbytherules.net.au](http://www.playbytherules.net.au)),
- South Australian Office for Volunteers ([www.ofv.sa.gov.au](http://www.ofv.sa.gov.au))
- NSW Commission for Children and Young People ([www.kids.nsw.gov.au](http://www.kids.nsw.gov.au)).

Approved by: SLC Management Committee	Date: Wednesday 19 March 2014	Review date: July 2014
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## Conducting criminal history assessments

### **Assessments required for prescribed positions**

All employees and volunteers of Sturt Lacrosse Club who occupy a prescribed position (as set out under Section 8B (8) of the *Children's Protection Act 1993*) are required to undergo a criminal history assessment once every three years.

Criminal history assessments are also required prior to the appointment of new employees or members to prescribed positions.

Exemptions from this requirement may apply in some circumstances (see below). However Sturt Lacrosse Club retains the discretion to decide on a case-by-case basis whether any relevant exemptions will be exercised.

This requirement applies to all employees who regularly work with or around children in an unsupervised capacity or have access to prescribed records relating to children.

### **Procedure for conducting criminal history assessments**

*Note: The Children's Protection Act 1993 enables organisations to decide the manner in which they will conduct criminal history assessments. Please choose the option below that reflects the method of assessment that your organisation has adopted.*

A satisfactory criminal history assessment is a precondition of working in a prescribed position at Sturt Lacrosse Club.

Prior to the appointment of a new employee/volunteer and then at three yearly intervals, this organisation will direct the employee/volunteer to obtain a National Police Certificate (NPC) from South Australia Police. The cost of obtaining a NPC will be negotiated between Sturt Lacrosse Club and the employee/volunteer.

South Australia Police require the explicit written consent of the applicant prior to the release of criminal history information. The NPC application form is available from [http://www.police.sa.gov.au/sapol/services/information\\_requests/national\\_police\\_certificate.jsp](http://www.police.sa.gov.au/sapol/services/information_requests/national_police_certificate.jsp).

Where a person has no disclosable criminal history, the assessment is successfully completed and no further action in respect to an assessment is required.



Where an individual does have a criminal history, Sturt Lacrosse Club assesses this information in accordance with Standard 5 of the *Child Safe Environments: Standards for dealing with information obtained about the criminal history of employees and volunteers who work with children*.

Each assessment is conducted on its individual merits and with consideration to the inherent requirements of the position. Principles of procedural fairness and natural justice are applied throughout the decision-making process and the individual is provided an opportunity to confirm or dispute the information contained within the report and to provide contextual information for consideration during the assessment process.

The National Police Certificate will not be retained once a decision has been made regarding the person's suitability to work with children. The National Police Certificate will not be retained beyond three months in any circumstances.

In accordance with its legal requirements, Sturt Lacrosse Club will retain the following information regarding its decision:

- That a criminal history report was obtained
- How the criminal history information affected decision making processes
- Statutory declarations (where applicable)

Sturt Lacrosse Club may obtain a further criminal history assessment for an employee/volunteer at any time that Sturt Lacrosse Club believes it necessary or desirable for the purpose of maintaining a child safe environment.

### **Other evidence (optional)**

Where appropriate, Sturt Lacrosse Club may utilise a number of forms of evidence (obtained within the last three years) to assess a person's suitability to work with children. This includes:

- A National Police Certificate that does not expressly state that it cannot be used as a clearance to work with children
- A Letter of Clearance to work with children from the DCSI Screening Unit
- A valid and current interstate working with children check.

Acceptance of other forms of evidence is at the discretion Sturt Lacrosse Club and is subject to the person completing a 100-point check to confirm the true identity of the applicant.

Sturt Lacrosse Club may also at its discretion seek a statutory declaration for any *employee(s)* or *volunteer(s)* who have been citizens or permanent residents of a country other than Australia since turning 18 years of age.

### **Exemptions**

The following organisations, persons and positions are exempt from the application of Section 8B of the Act:

- (a) an organisation that provides equipment, food or venues for children's parties or events and does not provide any other services;
- (b) a person who undertakes work on a voluntary basis to provide a service in his or her capacity as a parent or guardian of a child who is ordinarily provided with the service;
- (c) a person who undertakes work on a voluntary basis to provide a service and who is under 18 years of age;
- (d) a person who undertakes work in the course of, or for the purposes of, an event or activity that takes place over a period of not more than 10 consecutive days or not more than 1 day in any month;
- (e) a person appointed as a police officer;
- (f) a person who is a registered teacher (within the meaning of the *Teachers Registration and Standards Act 2004*);
- (g) a person who undertakes, or a position that only involves, work that is not for the exclusive benefit of children and is not provided to any child on an individual basis;
- (h) a position that only involves prescribed functions because children are employed or engaged to work as volunteers by the person occupying the position or by that person's employer;
- (i) a position in which all work involving children is undertaken in the presence of the children's parents or guardians and in which there is ordinarily no physical contact with the children.

## **Child Protection guidelines for employees and volunteers of Sturt Lacrosse club.**

Caring for children and young people brings additional responsibilities for employees and volunteers of this organisation.

All employees and volunteers of this organisation are responsible for promoting the safety and well-being of children and young people by:

- Ensuring the safety and welfare of the child or young person is paramount at all times.
- Treating all children and young people with dignity, equality and respect.
- Adhering to this organisation's child safe policy at all times.
- Listening and responding appropriately to the views and concerns of children and young people within the organisation.
- Taking all reasonable steps to ensure the safety and protection of children and young people within the organisation.
- Ensuring children and young people understand their rights and explaining to the child in age-appropriate language what they can expect when participating in a service, activity or program offered by the organisation.
- Responding quickly, fairly and transparently to any serious complaints made by a child, young person or their parent/guardian.
- Notifying the **Child Abuse Report Line on 13 14 78** as soon as practicable if they have a reasonable suspicion that a child or young person has been or is being abused or neglected.

Employees/volunteers will not:

- Take part in any unnecessary physical contact with a child or young person.
- Discriminate against any child or young person because of age, gender, cultural background, religion, vulnerability or sexuality.
- Develop any 'special' relationships with children or young people outside of the professional relationship.

## Code of Conduct – Junior Players

- **Play by the rules.**
- **Never argue with an official.** - if you need clarification, have your captain, coach or manager approach the official during a break or after the competition).
- **Work equally hard for yourself and your team** - your team's performance will benefit — so will you.
- **Be a good sport** - applaud all good plays whether they are made by your team or the opposition.
- **Show respect to and acknowledge opponents and officials** -(e.g. shake hands before and after the game and say things like 'good luck', 'thanks for the game', 'thanks ref', 'three cheers for ...').
- **Cooperate with your coach, team mates and opponents** - without them there would be no competition.
- **Participate for your own enjoyment and benefit** - not just to please parents and coaches.
- **Play fair** — no verbal abuse of officials, sledging other players (including vilification) or deliberately distracting or provoking an opponent.
- **Respect the rights, dignity and worth of all participants** - regardless of their gender, ability, cultural background or religion.
- **Do not expect or accept "special" favours from a coach or person involved in team or club management.**
- **Speak to an adult you trust if you have an issue, feel unsafe or are concerned about someone else.**

## Code of Conduct – Spectators/Parents

- **Remember that children participate in sport for their enjoyment -** not yours.
- **Encourage children to play according to the rules** - settle disagreements without resorting to hostility or violence.
- **Never ridicule or yell at a child** - for making a mistake or not winning.
- **Respect officials' decisions** - encourage children to do likewise.
- **Show appreciation for coaches, officials and administrators-** remember they are usually volunteers.
- **Applaud good performance and efforts** - from all individuals and teams.
- **Congratulate all participants-** regardless of the game's outcome.
- **Condemn the use of violence, verbal abuse or vilification in any form** – regardless of whether it is by spectators, coaches, officials or players.
- **Support all policies and practices (lead by example).** - This includes responsible alcohol and drug use and support of child safe strategies.
- **Support involvement in modified rules games and other junior development programs.**
- **Respect the rights, dignity and worth of every young person** - regardless of their gender, ability, cultural background or religion.
- **Ensure you are aware and follow the correct processes to follow if you have an issue or complaint** – do not perpetuate issues with gossip or general criticism.

Statement to be signed by volunteers and parents indicating they have read  
and will abide by this policy.

I have read and will abide by the Sturt Lacrosse Club Child Safe Policy.

*Club Member:*

*Signed*

*Name:*

*Date*

*Club Management committee member:*

*Signed*

*Name:*

*Date*