

ASAPD is committed to ensuring the safety and wellbeing of all Children/Young People that are involved in our sport.

Our policies and procedures seek to address risks to Child safety and to establish Child safe culture and practices.

## 1. We will keep Children/Young People safe

- a) Through our Safeguarding Children and Young People Policy, we document our clear commitment to keeping Children/Young People safe from harm, risk of harm, abuse and neglect.
- b) We communicate our commitment to all our staff and volunteers and give them access to a copy of our commitment statement.

## 2. We promote inclusion, respect and diversity

- a) We consider the needs of all Children/Young People. We use inclusive program design to support them to participate safely in our sport, particularly Children/Young People with increased vulnerabilities, such as:
  - i. Aboriginal and/or Torres Strait Islander Children/Young People.
  - ii. Children/Young People from culturally and linguistically diverse backgrounds.
  - iii. Children/Young People with disability.
  - iv. Children/Young People living in out of home care.
  - v. Children/Young People with diverse genders and/or sexualities.
- b) We recognise the rights of lesbian, gay, bisexual, transgender and intersex Children/Young People to be recognised for their gender identity, sexual orientation, or intersex status, and to feel safe and respected when participating in our sport.

## 3. We create a culturally safe sporting environment

- a) We uphold the rights of Aboriginal and Torres Strait Islander Children/Young People to:
  - i. identify as Aboriginal and/or Torres Strait Islander with pride and without fear of retribution or questioning.
  - ii. to express their Culture as they deem appropriate.
  - iii. receive an education that strengthens their Culture and identity.
  - iv. maintain connection to their land and Country.
  - v. maintain their strong kinship ties and social obligations.
  - vi. be taught their cultural heritage by their Elders and community.
  - vii. receive information in a culturally sensitive, relevant, and accessible manner; and
  - viii. be involved in services that are culturally respectful.
- b) We will take action to grow inclusiveness for all cultural identities and to establish equitable, respectful and empowering engagement with culturally and linguistically diverse communities.

## 4. Our staff and volunteers know the behaviour we expect

- a) We ensure that each person involved in our delivery of services to Children/Young People understands their role and the behaviour we expect in relation to keeping Children/Young People safe from abuse and neglect through application of our Child/Young Person Safe Practices.
- b) We utilise clear position descriptions which clearly state relevant Child/Young Person safe requirements.
- c) We have Child/Young Person Safe Practices, which are approved and endorsed by the ASAPD Board and outlines our expectations for behaviour towards Children/Young People.
- d) Our staff and volunteers are given a copy of and have access to the Child/Young Person Safe Practices.
- e) Our staff and volunteers indicate, in writing, that they have read and are committed to the Child/Young Person Safe Practices.

## 5. We minimise the likelihood of appointing or accrediting a person who is unsuitable

- a) We have appropriate measures in place to minimise the likelihood that we will recruit staff or volunteers who are unsuitable to work/volunteer with Children/Young People.
- b) We will meet the requirements of the relevant state or territory Working with Children Check regulations.

## 6. Induction and training are part of our commitment

- a) We will provide all new staff, volunteers, and participants with information about our commitment to Child/Young Person Safety including our Safeguarding Children and Young People Policy, Child/Young Person Safe Practices and Responding to Child Abuse Allegations.
- b) We support ongoing education and training for our staff and volunteers to ensure Child/Young Person safety information is provided and updated as required.
- c) We ensure that our staff and volunteers have up-to-date information relevant to specific legislation applying in the state or territory they are based in or where they may travel to as a part of their duties.

## 7. We encourage the involvement of Children/Young People and their parents

- a) We involve and communicate with Children/Young People and their families in developing a safe, inclusive, and supportive environment. We will provide information to Children/Young People and their parents/carers (such as brochures, posters, handbooks, guidelines) about:
  - i. our commitment to keeping Children/Young People safe and communicating their rights.
  - ii. the behaviour we expect of our staff and volunteers and of themselves.
  - iii. our policy about responding to Child Abuse.
- b) We have processes for two-way communication with Children/Young People and families.
- c) We seek feedback from Children/Young People and have a process for responding.
- d) We empower Children and Young People.
- e) We respect diversity and seek to facilitate effective communication with, and empowerment and involvement of Children/Young People.

## 8. Our staff and volunteers understand their responsibility for reporting Child Abuse

- a) Our policy for responding to Child Abuse is approved and endorsed by ASAPD Board and applies to all our staff and volunteers. Staff and volunteers must:
  - i. immediately report abuse or neglect and any concerns with policies, practices or the behaviour of staff and volunteers.
  - ii. meet any legislated mandatory or other jurisdictional reporting requirements.
  - iii. follow a specified process when reporting abuse or neglect.
- b) Our staff and volunteers are given a copy of and have access to the Complaints, Disputes and Discipline Policy and understand the implications of the policy for their role.
- c) We document any allegation, disclosure or concern regarding Child Abuse and act and monitor responses to all allegations, disclosures, or concerns.

## 9. We maintain and improve our policies and practices

- a. We are committed to maintaining and improving our policies, procedures, and practices to keep Children/Young People safe from neglect and abuse.
- b. We have assigned responsibility for regularly maintaining and improving our policies and procedures to National Integrity Manager.
- c. We monitor our staff, volunteers, and external providers and take action to ensure appropriate practice, behaviour and policies are followed.
- d. We require our staff and volunteers to disclose guilty findings or charges affecting their suitability to work with Children/Young People. We review police record and WWCC checks regularly.
- e. We have formally reviewed our service delivery to identify and document potential risks to Children/Young People.
- f. We undertake formal reviews, at least annually, to identify and document potential risks to Children/Young People associated with our service delivery.