



# CHILD SAFETY POLICY

*The purpose of this policy is to demonstrate SALAA's commitment to protecting children and young people within Little Athletics.*

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**EXTERNAL USE**

# CHILD SAFETY POLICY

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# CHILD SAFETY POLICY

## Child Safety Policy Foundation

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Purpose	The purpose of this policy is to demonstrate SALAA's commitment to protecting children and young people within Little Athletics. This policy provides the Framework for ensuring creation of a safe, fair, and inclusive environment within our sport.
Scope	<p><b>In Scope</b> of this document is applicable to all children and young people who participate in any way in Little Athletics and includes:</p> <ul style="list-style-type: none"><li>• SALAA.</li><li>• Affiliated Clubs.</li><li>• SALAA Personnel.</li><li>• Athletes, Coaches, Officials.</li><li>• Spectators.</li></ul>
Intended Users	<p>Intended users of the Child Safety Policy are:</p> <ul style="list-style-type: none"><li>• SALAA Board, Management Team, Employees, Contractors and Volunteers.</li><li>• Affiliated Clubs Committees and Volunteers.</li><li>• Athletes.</li><li>• Parents and Guardians.</li><li>• Coaches.</li><li>• Officials.</li></ul>

# CHILD SAFETY POLICY

## 1. Child Safety Policy Expectations

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### Principles

Intended users of this policy are expected to ensure that children and young people:

- Are valued and treated fairly, regardless of ethnicity, culture, sex, gender, social, economic, religion and ability.
  - Are listened, supported, and responded to with any concerns that they or their families raise.
  - Know what they can do if they feel unsafe when involved in activities and programs.
  - Know their rights and how to access the complaints procedures available to them.
  - Have their families aware of all processes available to them.
  - Have a safe environment provided for them to participate in the sport.
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# CHILD SAFETY POLICY

## Responsibilities and Accountabilities

The responsibilities and accountabilities are as follows:

**SALAA Board** is responsible for:

- Oversight of the Child Safety Policy, systems and processes.

**Chief Executive Officer (CEO)** is responsible for:

- Receiving reports of inappropriate behaviour and determining required actions on behalf of SALAA and its Affiliated Clubs.
- Ensuring all Affiliated Clubs have adopted the required child safe processes prior to the season commencing.
- Communicating and promoting child safe environment needs and expectations.

**SALAA Employees** are responsible for:

- Supporting and complying with the Child Safe Framework within their area of responsibility.
- Reinforce the importance of complying with the Child Safe Framework.

**Affiliated Clubs** are responsible for:

- Adopting, implementing, and complying with the Child Safety Standard, Member Protection Policy (MPP) and other components of the Child Safe Framework as required.

**Other Intended Users** are responsible for:

- Adhering to the Child Safe Framework.

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## Club Expectations

All Affiliated Clubs must comply with the principles and standards (where relevant) contained within this policy document. The Club Specific Policy Template developed from this policy must be adopted and endorsed by each Club.

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# CHILD SAFETY POLICY

## 2. Child Safety Policy Detail

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### 2.1 Commitment Statement

#### SALAA's Commitment Statement

SALAA's commitment to the safety of children and young people is fundamental to the principles and values as an organisation and sport.

We aim to create an environment where all children and young people can participate in Little Athletics, are valued, feel safe and are protected.

Inappropriate or criminal behaviour will not be tolerated.

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#### What does inappropriate behaviour include?

Inappropriate behaviour includes but is not limited to:

- Child abuse.
- Bullying or harassment.
- Neglect.
- Grooming.
- Physical, verbal or mental abuse.
- Photography without consent.

SALAA will ensure systems and processes are in place to provide protection against this behaviour and address any complaints as they arise.

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# CHILD SAFETY POLICY

## Legal Compliance Requirements

Child safety is a legal requirement within South Australia and SALAA will meet compliance with the:

- Child Safety (Prohibited Persons) Act 2016.
- Children and Young People (Safety) Act 2017.

Compliance includes:

- Reviewing of the Child Safety Policy every 5 years.
  - Valid Working with Children's Checks.
  - Lodging Child Safe Environments Compliance Statement.
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## 2.2 SALAA's Child Safe Framework

### Child Safe Framework

The Child Safe Framework at SALAA consists of:

- Child Safety Policy.
- Child Safety Standard.
- SALAA Strategic Risk Management Plan.
- Member Protection Policy (for Clubs).
- Code of Conduct.
- Working with Children Checks.
- Child Safe Officers.
- Training and Awareness.

Refer to Framework documents for detail.

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## 2.3 Employee and Volunteer Recruitment

### Recruitment and Development

Recruitment and development of Employees and Volunteers must consider the need to maintain child safe environments. Safe and fair recruitment and selection processes will be implemented.

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# CHILD SAFETY POLICY

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## Working with Children Checks (WWCC)

All Employees, Contractors and Volunteers are required to have a valid WWCC. This will be managed at a SALAA and Club level. Refer to the Child Safety Standard and Member Protection Policy (for Clubs).

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## Training and Awareness

Training and awareness are fundamental to all parties understanding their rights, responsibilities, accountabilities, and internal processes. Training will be made available and is detailed within the Child Safety Standard.

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## Support and Supervision

Regular support and supervision of Employees, Contractors and Volunteers will create and reinforce a child safe culture across all of SALAA and its Affiliated Clubs.

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## 2.4 Affiliated Clubs Requirements

### Expectations of SALAA's Affiliated Clubs

SALAA's Affiliated Clubs are expected to adhere to the principles of this policy and its associated documentation. The Member Protection Policy (MPP) is provided and must be adopted by Clubs to support this Framework and provide direction for their needs. SALAA will assist and support Clubs in ensuring compliance.

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### Member Protection Policy (MPP)

The MPP supports SALAA's Framework and informs Clubs and their communities of their:

- Commitment.
  - Rights and Responsibilities.
  - Standards of Behaviour.
  - Expectations and process for the Club to follow.
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### Affiliated Clubs Compliance

Compliance with the Child Safe Framework by Affiliated Clubs may be audited in line with affiliation requirements or other issues as raised. Remedial action may be required where Clubs do not meet compliance.

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# CHILD SAFETY POLICY

## 2.5 Reporting and Responding

### Reporting of Inappropriate Behaviour

Reporting of any issue of inappropriate behaviour or conduct to SALAA should occur as soon as a complaint is made, or suspicion formulated. All complaints must be treated seriously and with sensitivity. The welfare of the child should be the predominant factor.



**NOTE:** If you believe a Child or Young Person is in immediate danger or a life-threatening situation, contact the Police immediately on **000**.

All involved at SALAA have a responsibility to report any concerns. The process for reporting and responding to complaints is contained within the Child Safety Standard and SALAA Clubs Hub.

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### Mandatory Reporting

Mandatory reporting forms are a legal and important part of the Child Safe Framework. Mandatory reporting guidelines are made available through the Child Safety Standard.

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### Follow up of Inappropriate Behaviour

All issues of inappropriate behaviour should follow the Complaints Handling & Disputes Resolution Procedure. Investigations will be conducted with confidentiality. Action will be determined by the information available and may require reporting to external agencies.

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## CHILD SAFETY POLICY

### 3. Resources and Reference Material

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Child Safe Environments Compliance Statement	A Child Safe Environments Compliance Statement provides assurance that the organisation has child safe environment policy(ies) in place, reviews their policy(ies) every 5 years and meets Working with Children Check obligations.
Child Safe Framework	The Child Safe Framework forms part of SALAA's proactive approach and commitment to the safety and wellbeing of all Children who access our activities, programs, services, or facilities. The Framework is the system of rules, ideas, or beliefs that is used to plan or decide how to meet our child safe commitments.
Child Safety Standard	The standard that outlines the actions and expectations of SALAA to support this policy.
Club Specific Policy Template	A template provided for Clubs to adopt, based on the content of SALAA's corresponding policy.
Code of Conduct (Behaviour)	Outlines the accountabilities and responsibilities for all Stakeholders within SALAA in behavioural expectations. This must be adopted by all SALAA Affiliated Clubs.
Code of Conduct (Child Safety)	Outlines the expected behaviours of everyone in Little Athletics towards children and young people. This must be adopted by all SALAA Affiliated Clubs.
Complaints Handling & Disputes Resolution Procedure	The Complaints Handling and Dispute Resolution Procedure provides the steps to be taken to deal with any grievance or complaint referred to SALAA.
Legal Register	The Legal Register details legislation that SALAA has to be compliant with due to the activities it carries out. Refer to the Legal Register for legislative reference for this policy.

## CHILD SAFETY POLICY

Member  
Protection Policy  
(MPP) Template

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Outlines how SALAA Affiliated Clubs meet their obligations to provide a safe environment for all, and to ensure there is responsible behaviour and fair decision-making. A template is available for all Clubs to adapt and adopt.

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SALAA Clubs Hub

The online repository of resources and material provided to assist clubs in developing a safe and sustainable Club.

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Working with  
Children Check

A Working with Children Check is an assessment of whether a person poses an unacceptable risk to Children.

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# CHILD SAFETY POLICY

## 4. Definitions

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Child Abuse Definition	The mistreatment of a Child or Young Person that harms, is harming or is likely to harm or endanger the Child or Young Person’s physical and/or emotional health, safety, development, or wellbeing and includes emotional and/or psychological abuse, bullying, grooming, sexual exploitation, neglect and/or harassment.
Child Safe Officer Definition	A person who can deliver advice and awareness within their organisation or Club around developing a child safe environment.
Child Safe Environment	A child safe and child friendly environment minimises the risk to children from physical, sexual, emotional, and psychological harm and from neglect.
Child Safe Organisation	A child safe organisation protects children from harm in an environment where children feel respected, valued, and encouraged to reach their full potential.
Framework	A system of rules, ideas, or beliefs that is used to plan or decide something.
Our Community	Our Community is a person with a direct or indirect association with SALAA, an Associated Club or the sport of Little Athletics.