

Greenwich Flying Squadron Child Protection and Intervention Policy

Executive Statement

The issue of child abuse is a complex problem that has an impact on all areas of society, including participation in sport and recreation activities.

Protecting children from abuse is a responsibility that we must all undertake. Through the implementation of strategies that assist in preventing child abuse from occurring, Greenwich Flying Squadron has taken a pro-active role in relation to child protection and intervention. These strategies will help to foster a safe and positive environment for children and young people to participate in physical activities.

In addition, development of Child Protection and Intervention Policy provides the Club with an excellent risk management tool for developing prevention strategies and for the effective management of child abuse issues within sport.

Information contained in this document will create a framework and provide direction for volunteers, officials, coaches, members and parents of children and young people involved in GFS, and affiliated Class Associations. It will help deliver a consistent approach to child abuse prevention at all levels of the sport and recreation industry.

David Edmiston
Commodore
June 2015

Policy Statement

The Greenwich Flying Squadron Club is committed to ensuring that the safety, welfare and wellbeing of children is maintained at all times during their participation in activities run by Club and those run by the Club on behalf of, or in association with, Class Associations. GFS aims to promote a safe environment for all children and to assist all staff, officials, coaches, members and volunteers to recognise child abuse and neglect and to follow the appropriate notification procedures when reporting alleged abuse.

Rationale

The focus of the policy and guidelines is the prevention of child abuse in the sporting environment. This policy promotes the care and protection of children participating in GFS activities and provides information and direction for officials, coaches, volunteers and members of the organisation. This policy and the guidelines will assist GFS in establishing coordinated strategies for dealing with the potential problem of child abuse and neglect in a responsible, effective and consistent manner.

Objectives

Through the development of this policy GFS objectives are to:

1. provide information to assist the Club and its volunteers in dealing with all forms of child abuse.
2. provide comprehensive guidelines relating to risk minimisation and reporting/notification procedures.
3. provide direction to all officials and volunteers regarding their legal responsibilities under child protection legislation.
4. promote and adopt sound principles for child protection and intervention amongst volunteers, coaches, members, parents and supporters of children participating in the Club's programs and competitions.

Scope of the Policy

The Child Protection Intervention Policy of GFS is applicable to all management, volunteers, any coach or other occasional employee or contractor of GFS or Class Association with which the Club is affiliated. The Policy sets out the obligations of GFS and individuals associated with the Club under the Child Protection legislation in NSW namely the :

- *Child Protection (Working with Children) Act 2012*
- *Child Protection (Working with Children) Regulation 2013*
- *Child Protection (Working with Children) Amendment (Miscellaneous) Regulation 2013*

Implementation of Legislation

In order to implement the child protection legislation GFS will undertake to:

- implement strategies and procedures that focus on the best interests of children and meet the requirements of child protection legislation
- promote a safe and supportive environment for all children and young people participating in activities which come under the umbrella of the Club.
- increase awareness and emphasise the importance of child protection issues in a sporting environment to all those involved with the activities of GFS. This includes administrators, coaches, officials, sailors, parents and their children.

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- ensure that all volunteers are aware of their responsibilities arising from recent child protection legislation, in particular, the requirement under the [Child Protection \(Prohibited Employment\) Act 1998](#), to inform their employers if they have been convicted of a serious sex offence.

Expectations

Administrators, coaches, officials, members and volunteers often have a high level of contact with children in the sporting environment and play a major part in the successful operation of sporting activities. Coaches and officials are often seen as role models. They have significant influence on the children they come into contact with and therefore have significant responsibilities. GFS expects that all coaches and officials whether paid or unpaid, who participate in organised sport under the banner of the Club will commit to implementing risk management strategies developed by GFS for child protection and intervention.

Policy Review

Child Protection and Intervention Policy and Guidelines will be reviewed regularly and updated in line with any legislative changes that have significant impact on the manner in which child protection and intervention issues are to be dealt with.

Notification Procedures for Allegations of Child Abuse

Greenwich Flying Squad acknowledges that issues regarding child abuse and the reporting of allegations of child abuse are highly sensitive, and should be dealt with in a confidential manner.

GFS has developed these notification procedures to ensure that confidentiality is maintained throughout the process and that consistent procedures for reporting are encouraged.

GFS will be proactive in its role to protect children and encourage an open environment that allows employees and members to be aware of their rights and responsibilities within the Organisation.

Member Protection Officer

To deal appropriately with these issues and to ensure that the confidentiality of all parties involved is maintained, one person within the Club will be designated as the Member Protection Officer.

The Member Protection Officer is responsible for reporting any allegations of child abuse that occur in GFS to the local branch of the Department Family and Community Services, and the NSW Police Service. If the Member Protection Officer is not available then the most senior Club Official within the Club should be notified.

The Member Protection Officer is a position what will be appointed by the members of the Club at the Annual General Meeting. Currently the Member Protection Officer is:

Name: TBA

Mobile:

What Should be Reported

Some incidents may seem minor, however, they may in fact reveal more serious concerns of misconduct or a pattern of behaviour that requires further scrutiny. All people associated with GFS should be aware of the indicators for child abuse and sexual abuse so that they may make an informed decision on what to report.

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If you have reasonable grounds to suspect that a child participating in any organised activities conducted by the Club is at risk, report the matter to the Member Protection Officer.

Verbal notification of alleged child abuse will be followed up by the Club to the local Department of Family and Community Services, in writing, within 24 hours.

Investigation

If an incident of child abuse occurs in GFS it is not the responsibility of persons within the Club to take it upon themselves to determine whether the allegation is true or false. This responsibility belongs with the NSW Department of Family and Community Service and the Judiciary.

Depending on the nature of the allegations and the extent of the situation, the NSW Department of Family and Community Service will determine the manner in which the matter will be investigated. This may involve the NSW Police Service.

Confidentiality

All matters regarding allegations of child abuse are to be treated as confidential. The person designated as the child protection officer is the contact person for any incident involving allegations of child abuse. This is essential for confidentiality. Confidentiality protects all individuals involved:

- the alleged victim
- the alleged offender, and
- the person making the notification.

Under the [Children and Young Persons \(Care and Protection\) Act 1998](#). No 157

GFS is required to:

1. notify the Commission for Children and Young People of the name and other identifying details of any employee against whom relevant disciplinary proceedings have been completed, irrespective of the findings (except where the allegation has been proven to be vexatious, mischievous or false).
2. provide details of child abuse allegations or convictions against employees to the Commission.
3. notify the Commission of any applicants for child-related employment, rejected as a result of risks identified through employment screening processes.
4. ensure that records of all information required to be submitted to the Commission for Children and Young People are retained by the Club.

Under the [Child Protection \(Working with Children\) Act 2012](#),

GFS **Must ensure that a** worker does not engage in child-related work unless:

- (a) the worker holds a working with children check clearance of a class applicable to the work, or
- (b) there is a current application by the worker to the Commission for a clearance of a class applicable to that work.

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APPENDICES

1. *Sports Clubs and Coaches; the Working with Children Check*
<http://www.kidsguardian.nsw.gov.au/working-with-children/working-with-children-check/resources> Sector guide
2. Phase-in schedule for existing workers October 2014
<http://www.kidsguardian.nsw.gov.au/working-with-children/working-with-children-check/resources> Fact sheet 2
3. How do I apply <http://www.kidsguardian.nsw.gov.au/working-with-children/working-with-children-check/resources> Fact Sheet 16
4. Information for employers January 2015 <http://www.kidsguardian.nsw.gov.au/working-with-children/working-with-children-check/resources> Employer resources
5. Working With Children Check Record keeping template
<http://www.kidsguardian.nsw.gov.au/working-with-children/working-with-children-check/resources> Employer resources

Additional Notes

Employers operating within a child-related industry are required to register online with the NSW Office of the Children's Guardian and to subsequently conduct online verification of new paid employees clearance. Existing paid workers and all volunteers (new and current) also need to have clearance validated online as they are phased in to the new check system. The check is valid for 5 years and subject to ongoing monitoring.

The Working With Children Check is free for volunteers