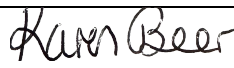




Eltham Calisthenic College

Child Safety & Wellbeing Policy

Approval Date:	01/01/2025
Review Date:	01/01/2027
Version No:	02

Approved By:	Name	Signature
President	Karen Beer	
Policy Officer	Cherie Zealley	

Purpose

This policy was written to demonstrate the strong commitment of the management, staff and volunteers of the Eltham Calisthenic College (**the College**) to child safety and to provide an outline of the policies and practices the College has developed to keep everyone safe from any harm, including abuse.

Commitment to Child Safety

All children who are a part of the College have a right to feel and be safe. The welfare of the children in our care will always be our first priority and the College has a zero tolerance to child abuse. The College aims to create a child safe and child friendly environment where children feel safe and have fun and the College's activities are always carried out in the best interests of the children.

Application of this Policy

This policy applies to all individuals involved in our organisation (paid and volunteer) including, but not limited to:

- Administrators
- Coaches
- Officials
- Participants
- Parents
- Spectators.

All the people to which this policy applies have a role and responsibility in relation to child protection. They must all:

- understand the indicators and risks of child abuse;
- appropriately act on any concerns raised by children; and
- understand and follow all applicable laws in relation to the protection of children and reporting or management of child safety concerns.

Child Abuse

Child abuse can take a broad range of forms including physical abuse, sexual abuse, emotional or psychological abuse and neglect. People to whom this policy applies need to be aware that child abuse can occur whenever there is actual or potential harm to a child, and these are circumstances that the College is committed to reducing the risk of occurrence.

Children's Rights to Safety and Participation

The College encourages children to express their views about their safety. We listen to their suggestions, especially on matters that directly affect them. We actively encourage all children who use our services to 'have a say' about things that are important to them.

We teach children about what they can do if they feel unsafe. We listen to and act on any concerns children, or their parents, raise with us.

Valuing Diversity

We value diversity and do not tolerate any discriminatory practices. To achieve this we:

- promote the cultural safety, participation and empowerment of Aboriginal children and their families;
- promote the cultural safety, participation and empowerment of children from culturally and/or linguistically diverse backgrounds and their families;
- welcome children with a disability and their families and act to promote their participation; and
- seek appropriate staff from diverse cultural backgrounds.

Recruiting staff and volunteers

The College takes the following steps to ensure best practice standards in the recruitment and screening of staff and volunteers:

- Interview and conduct referee checks on all staff and volunteers
- Require police checks and Working with Children Checks for relevant positions.
- Our commitment to Child Safety and our screening requirements are included in all advertisements and as part of the induction process for new staff or volunteers.

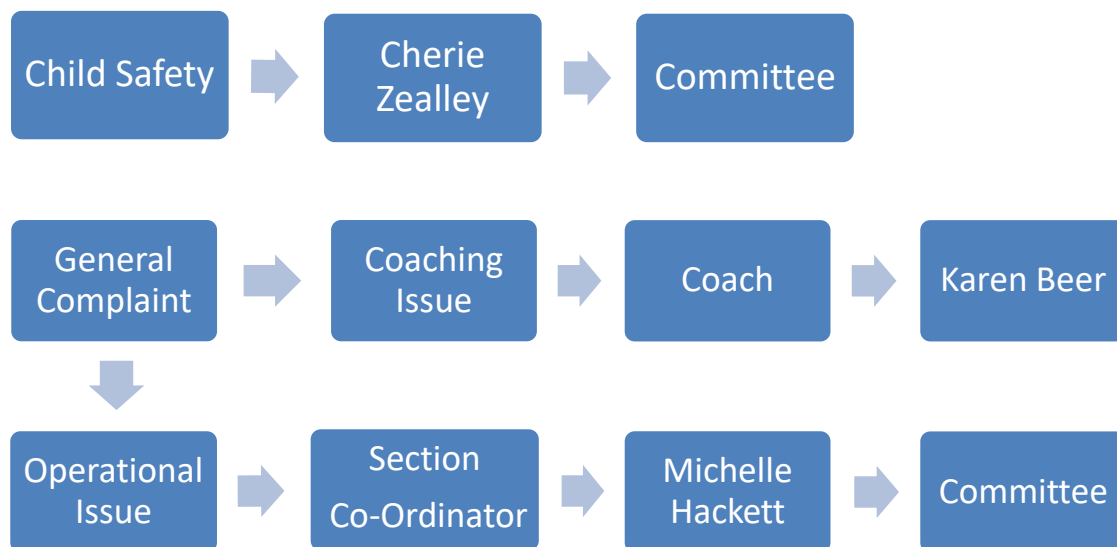
Supporting staff and volunteers

The College seeks to attract and retain the best staff and volunteers. We provide support and supervision, so people feel valued, respected and fairly treated. We have developed a Code of Conduct to provide guidance to our staff and volunteers, all of whom receive training on the requirements of the Code.

Reporting a child safety concern or complaint

The College has appointed Cherie Zealley, as Child Safety Persons with the specific responsibility for responding to any complaints made by staff, volunteers, parents or children. Cherie can be contacted by email: czealley72@gmail.com

Our complaints process is outlined below.



Risk Management

We recognise the importance of a risk management approach to minimising the potential for child abuse or harm to occur and use this to inform our policy, procedures and activity planning. In addition to general occupational health and safety risks, we proactively manage risks of abuse to our children. To reduce the risk of child abuse occurring, adults to whom this policy applies should avoid direct, unsupervised contact with children. For example, this should be a consideration when:

Change rooms: Adult officials, regardless of gender, should only enter change rooms if accompanied by another adult. Prior to entering change rooms, officials should notify the people in the change room of their intended entrance. For the avoidance of doubt this requirement does not apply to parents/legal guardians when in a room with their child.

Hotel rooms and other accommodation: No official should be alone in the room of a performer without the presence of another adult. The doors should always be open. Should it be necessary for an official to be alone in the room of a performer, the Team Manager or other responsible official must be informed. For the avoidance of doubt this requirement does not apply to parents/legal guardians when in a room with their child.

Travel – general: All team members over 18 years of age retain an overriding responsibility for the welfare of all performers they accompany during team travel activities. They have a 'duty of care' for performers, and they must meet that duty and avoid unaccompanied and unobserved activities with persons less than 18 years of age wherever possible. For the avoidance of doubt this requirement does not apply to parents/legal guardians when in a room with their child.

Sexual Relationships while on tour: During all team travel activities officials must not, under any circumstances engage in conduct of a sexual nature with a performer. Improper conduct of a sexual nature by an official towards a performer includes any form of child sexual abuse as well as but not limited to the following:

- inappropriate conversations of a sexual nature;
- obscene language of a sexual nature;
- suggestive remarks or actions;
- jokes of a sexual nature;
- obscene gestures;
- unwarranted and inappropriate touching;
- sexual exhibitionism;
- use of any device to show/watch offensive material; and
- any other action that could lead to a performer being physically, emotionally or psychologically harmed.

Policy Breaches

It is a breach of this policy for any person or organisation to which this policy applies, to have been found to have done anything contrary to this policy. Any person who may breach this policy is subject to the appropriate disciplinary actions.

Reviewing this policy

This policy will be reviewed every two years, and we undertake to seek views, comments and suggestions from children, parents, carers, staff and volunteers involved in the College.