



Geelong Archers Child Safe Policy

2022

Written By: Nardo De Amicis

(GA Vice President at the time of writing – now President)

Susanne Womersley

(GA Member Protection Information Officer at the time of writing

– now Secretary)

Updated By: Lynette Pearson (GA Member Protection Information Officer)

Susanne Womersley (GA Secretary)

Endorsed By: Geelong Archers Inc. Executive Committee

Last Reviewed: 18 September 2022

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Purpose

This policy was written to demonstrate the strong commitment of the management, staff and volunteers of Geelong Archers to child safety and to provide an outline of the policies and practices the Club has developed to keep everyone safe from any harm, including abuse, either in the physical or an online environment.

Commitment to Child Safety

All children who are a part of the Club have a right to feel and be safe.

The welfare of the children and young people in our care will always be our first priority and the Club has a zero tolerance to child abuse.

The Club aims to create a child safe and child friendly environment where children feel safe and have fun and the Club's activities are always carried out in the best interests of the children.

Application of this Policy

This policy was developed by the Club and in collaboration with VICSPORT.

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

- Administrators
- Coaches
- Officials
- Participants
- Parents

All of 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 young people
- 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 Club is committed to reducing the risk of occurrence.

Children's Rights to Safety and Participation

- The Club encourages children and young people to express their views about their safety.
- We listen to their suggestions, especially on matters that directly affect them.
- We actively encourage all children and young people 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 encourage children to speak immediately to a parent or another trusted adult, if they feel unsafe or uncomfortable.
- We listen to and act on any concerns children, or their parents, raise with us.
- A Child Safety Officer has been appointed to deal with any concerns from participants or parents.

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 and Torres Strait Islander children and young people and their families;
- promote the cultural safety, participation and empowerment of children and young people from all backgrounds and their families (including culturally and/or linguistically diverse);

- welcome children and young people with a disability and their families and act to promote their participation

Recruiting staff and volunteers

The Club 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
- We don't engage in One on One training unless requested
- All children under 15 years old are encouraged to have parental supervision

Supporting staff and volunteers

The Club seeks to attract and retain the best 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.

All our trainers and coaches are required to undertake an intensive course involving three full days of training which covers:

- Understanding the role of a coach
- All safety procedures that are involved with archery
- Correct interaction with students
- Correct handling of Bow and Shooting technique

All instructors are also required to have a current Working With Children Check.

Embedding child safety in ongoing club processes

Child Safety is a standing agenda item for all Executive Committee meetings, and the Child Safe Policy can be accessed through the Geelong Archers website.

All Executive Committee members are required to have a current Working With Children Check.

Documents outlining Code of Conduct, Archery Etiquette and Inclusivity are displayed in the club rooms and are available through the Geelong Archers website.

The Archery Victoria Child Safe Policy can be accessed at

<https://archeryvic.org.au/wp-content/uploads/2022/08/0505-Archery-Victoria-Child-Safe-Policy-2022.pdf>

The Archery Australia Child Safeguarding Policy can be accessed at

<https://archeryaustralia.app.box.com/s/d85s8gwktl8m8rba2tn21g12toakgora>

Reporting a child safety concern or complaint

The Club has appointed Lyn Pearson as Child Safety Officer with the specific responsibility for responding to any complaints made by staff, volunteers, parents or children.

Lyn can be contacted in person or via email: mpio@geelongarchers.com.au.

If the Child Safety Officer is not present and a concern needs to be raised urgently, then any member of the Executive Committee can be approached.

Concerns or complaints about alleged breaches of the National Integrity Framework

can be reported directly to Sport Integrity Australia through the following methods:

- Filling in a formal complaint or reporting a concern through the form on the [Sport Integrity Australia website](#)
- Phoning 13 000 27232
- Completing the 'report an issue' form in the Sport Integrity App. This can be anonymous if preferred.

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:

- using change room facilities;
- physical contact when coaching or managing children.

Reviewing this policy

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