

CHILD SAFE POLICY

Updated
MAY 2024



Purpose

This policy was written to demonstrate the strong commitment of the management, staff, and volunteers of Kingston Basketball Academy (KBA) to child safety and to provide an outline of the policies and practices KBA have developed to keep everyone safe from any harm, including abuse.

Child safe statement of commitment

KBA is committed to promoting and protecting the safety and wellbeing of children and young people in our care. We seek to promote and protect the rights of all children in our care and prevent abuse from occurring by fostering a child safe culture. The welfare of the children in our care will always be our priority and the KBA has a zero tolerance to child abuse.

Application of this policy

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

- Administrators
- Coaches
- Volunteers

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 such as physical abuse, sexual abuse, emotional or psychological abuse, and neglect. Those covered by this policy must recognise that child abuse can occur whenever a child is at risk of harm, and KBA is dedicated to minimising these risks.

Valuing diversity

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

- promote the cultural safety, participation, and empowerment of all young people, including Aboriginal children, children from culturally and/or linguistically diverse backgrounds.

Recruiting staff & volunteers

KBA take the following steps to ensure best practice standards in the recruitment and screening of staff and volunteers:

- Interview and conduct a trial session with all staff and volunteers.
- Require 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 & volunteers

KBA seek to attract and retain the best staff and volunteers. We provide support and supervision, so people feel valued, respected, and fairly treated. We support our staff and volunteers through ongoing training to develop their skills to protect all children from abuse.

- We have developed a Code of Conduct to provide guidance to our staff and volunteers - they are required to read and acknowledge their comprehension of the Code requirements.
- We provide continuous education and training to our head coaches. They are required to complete the Sports Integrity Australia Safeguarding training online.
- We encourage all employees and volunteers to complete Sports Integrity Australia Safeguarding training online
<https://elearning.sportintegrity.gov.au/totara/dashboard/index.php>

Reporting a child safety concern or complaint

- KBA have appointed Nicole Flynn as Child Safety Advisor with the specific responsibility for responding to any complaints made by staff, volunteers, parents, or children. Nicole can be contacted by phone 0425 717 234 or email kingstonbasketballacademy@gmail.com
- We have provided education and training to staff and volunteers on supporting children/young people reporting abuse.
- We have developed a Complaints policy & procedure that is available on our website www.kingstonbasketball.org

- All complaints will be taken seriously and responded to promptly. KBA will cooperate with law enforcement agencies as required.

Regular review

This policy will be reviewed every two years and/or following a significant incident if one occurs. We will ensure that families and children can contribute to any reviews undertaken by the Academy.

Useful Resources

Commission for children and young people

<https://ccyp.vic.gov.au/child-safe-standards/>

Department of Health

<https://www.health.vic.gov.au/childsafestandards>

Sports Integrity Australia

<https://elearning.sportintegrity.gov.au/totara/dashboard/index.php>