



FOOTSCRAY HAWKS BASKETBALL CLUB

CHILD SAFETY | POLICY

Version 1

Purpose

The Footscray Hawks Basketball Club acknowledges that children and young people are part of the club community as players, volunteers, and spectators. All children in the Club's community, regardless of their gender, culture, religious beliefs, age, ability, sexual orientation, or family or social background, have equal rights to safety, participation, well-being, empowerment, and protection from abuse.

This policy outlines the Club's commitment to the well-being and safety of children connected to the Club's community in person and online. We are responsible for building child safety awareness throughout our Club, both on and off the court.

1. Child-safe culture Responsible

- 1.1. The Club values children and young people as community members and upholds their right to safety, participation, well-being, and empowerment.
- 1.2. The Club is committed to child and young person safety and promoting children's best interests, including the cultural safety of Aboriginal and Torres Strait Islander children and children from culturally and linguistically diverse backgrounds and the safety of children with a disability.
- 1.3. The Club will not tolerate abuse or any form of exploitation or harm to children or young people.
- 1.4. All Club community members are responsible for safeguarding children and young people during any Club or competition-related activity.
- 1.5. All Club community members will meet the standards of behaviour in the Club's approved policies and in the Child Safety Code of Conduct.
- 1.6. The Secretary is the Club's Child Safety Champion, sponsoring child safety and well-being within the Club's community.

2. Child-safe environment

- 2.1. The Club will provide child-safe environments at training, during games, online, and during all club-related activities on and off the court.
- 2.2. The Club will, wherever possible, prevent harm to children and young people by identifying, removing, or reducing risks as early as possible.
- 2.3. The Club's recruitment processes for all paid appointments and volunteers will use appropriate screening practices to ensure the protection and safety of children and young people.
- 2.4. The Club will not knowingly engage, directly or indirectly, anyone who poses a risk to children or young people.
- 2.5. All Club community members must ensure that technology and social media are used appropriately in connection with children and young people.
- 2.6. Where appropriate, the Club will ensure that information, including flyers, social media posts, website pages, and other content, is presented in a child-safe, culturally sensitive, relevant, and accessible manner.
- 2.7. The Club will ensure that all external facilitators, volunteers or participants are registered with a Working with Children check before engaging with the Club.

3. Education and awareness

- 3.1. The Club will provide the committee and community with access to training and resources to foster an understanding of their obligations for child safety and protection, including in online environments.
- 3.2. The Club will ensure that awareness of child safety and well-being is included during committee meetings, player and coaching development sessions and all general training and game environments.

4. Reporting and Response

- 4.1. Members of the Club community will immediately report allegations of abuse, neglect, exploitation, or concerns that a child or young person needs protection.
- 4.2. The Club will have transparent processes to manage all allegations of child abuse, neglect, and exploitation sensitively and expeditiously and in accordance with principles of procedural fairness.
- 4.3. The Club will maintain confidentiality when dealing with and reporting on all allegations of child abuse, neglect, and exploitation, except as required by law.
- 4.4. The Club will take prompt and appropriate action on allegations of abuse, neglect, or exploitation or concerns that a child or young person needs protection in accordance with approved Club procedures.

Definitions

Child/Children and young people	Individuals under the age of 18 years.
Child abuse	Any act committed against a child involving physical violence or threats of physical violence, sexual abuse, serious emotional or psychological abuse or serious neglect.
Child-safe environment	Respectful and protective physical and online environments where children and young people can participate safely from harm in the Club's activities.
Child safety	Measures to protect children from child abuse.
Cultural safety	A product of working and learning environments that acknowledge, respect and empower the unique cultural identity and well-being of an individual, that enable safe services and care, and which is determined by the individual.
Grooming	Conduct such as displaying favouritism, isolating a child or young person from others, encouraging secrecy, or giving gifts, is undertaken to establish trust in preparation for child abuse later.
Guardian or equivalent	An adult responsible for ensuring the safety and well-being of a child or young person while they are engaging with the Club. It may include Coaches, grandparents, carers, or registered working with children volunteers.

Club community	Committee members, coaches, team managers, volunteers, players, and all other individuals engaged with the club.
Club-related activities	Activities reasonably connected with or authorised by the Club, and/or taking place online, on or off the court.

All Club community members must comply with all relevant laws and regulations, Association By-Laws, ordinances, policies and procedures.