



FOOTSCRAY HAWKS BASKETBALL CLUB

CHILD SAFETY | STANDARD COMMITMENTS

Version 1

Statement of Commitment to Child Protection

Footscray Hawks Basketball Club is committed to child safety.

- We want children to be safe, happy and empowered. We support and respect all children, as well as our volunteers, coaches, team managers and members.
- We are committed to the safety, participation and empowerment of all children.
- We have zero tolerance for child abuse, and all allegations and safety concerns will be treated very seriously and consistently with our robust policies and procedures.
- We have legal and moral obligations to contact authorities when we are worried about a child's safety, which we follow rigorously.
- The Footscray Hawks Basketball club is committed to preventing child abuse and identifying risks early, and removing and reducing these risks.
- Our club has robust human resources and recruitment practices for all volunteers.
- Our association is committed to regularly training and educating our volunteers and members on child abuse risks.
- We are committed to the cultural safety of Aboriginal children, the cultural safety of children from culturally and/or linguistically diverse backgrounds, and to providing a safe environment for children with a disability.
- We have specific policies, procedures and training in place that support our leadership team and volunteers to achieve these commitments.

Our Children

This policy is intended to empower children who are vital and active participants in our club. We involve them when making decisions, especially about matters that directly affect them. We listen to their views and respect what they have to say.

We promote diversity and tolerance in our club, and people from all walks of life and cultural backgrounds are welcome. In particular we:

- promote the cultural safety, participation and empowerment of Aboriginal children
- promote the cultural safety, participation and empowerment of children from culturally and/or linguistically diverse backgrounds
- ensure that children with a disability are safe and can participate equally.

Child Safe Standard 1 – The Footscray Hawks Basketball Club will endeavour to establish a culturally safe environment in which the diverse and unique identities and experiences of Aboriginal children and young people are respected and valued

In complying with this standard, we will, at a minimum, ensure the following:

- 1.1 A child's ability to express their culture and enjoy their cultural rights is encouraged and actively supported.
- 1.2 Strategies are embedded within the FHBC, which equip all members to acknowledge and appreciate the strengths of Aboriginal culture and understand its importance to the well-being and safety of Aboriginal children and young people.
- 1.3 The FHBC adopts measures to ensure racism within the organisation is identified, confronted and not tolerated. Any instances of racism will be addressed with appropriate consequences.
- 1.4 The FHBC actively supports and facilitates participation and inclusion within it by Aboriginal children, young people and their families.
- 1.5 All of the FHBC policies, procedures, systems and processes together create a culturally safe and inclusive environment that meets the needs of Aboriginal children, young people and their families.

Child Safe Standard 2 – Child safety and well-being is embedded in FHBC leadership, governance and culture

In complying with Child Safe Standard 2, FHBC will, at a minimum, ensure the following:

- 2.1 The FHBC has a public commitment to child safety.
- 2.2 A child-safe culture is championed and modelled at all levels of the FHBC from the top down and bottom up.
- 2.3 Governance arrangements at FHBC facilitate the implementation of the child safety and wellbeing policy at all levels.
- 2.4 A Code of Conduct provides guidelines for staff and volunteers on expected behavioural standards and responsibilities.
- 2.5 Risk management strategies focus on preventing, identifying and mitigating risks to children and young people.
- 2.6 We will ensure all our volunteers understand their obligations to information sharing and recordkeeping.

Child Safe Standard 3 – Children and young people at FHBC are empowered about their rights, participate in decisions affecting them and are taken seriously

In complying with Child Safe Standard 3, FHBC will, at a minimum, ensure the following:

- 3.1 Children and young people at FHBC are informed about all of their rights, including safety, information and participation.
- 3.2 FHBC recognises the importance of friendships, and peer support is encouraged to help children and young people feel safe and less isolated.

- 3.3 FHBC, where relevant to the setting or context, children and young people are offered access to sexual abuse prevention programs and to relevant related information in an age-appropriate way.
- 3.4 All Volunteers at FHBC are attuned to signs of harm and facilitate child-friendly ways for children and young people to express their views, participate in decision-making and raise their concerns.
- 3.5 FHBC have strategies in place to develop a culture that facilitates participation and is responsive to the input of children and young people.
- 3.6 FHBC will provide opportunities for children and young people to participate and be responsive to their contributions, thereby strengthening confidence and engagement.

Child Safe Standard 4 – At FHBC, families and communities are informed and involved in promoting child safety and wellbeing.

In complying with Child Safe Standard 4, FHBC, at a minimum will ensure the following:

- 4.1 Families participate in decisions affecting their children.
- 4.2 FHBC will engage and openly communicate with families and the community about its child-safe approach, and relevant information will be accessible.
- 4.3 At FHBC, families and communities will have opportunities to have a say in developing and reviewing policies and practices.
- 4.4 Families, carers, and the community will be informed about the FHBC operations and governance.

Child Safe Standard 5 – At FHBC, equity is upheld, and diversity is respected in policy and practice.

In complying with Child Safe Standard 5, FHBC, at a minimum, will ensure the following:

- 5.1 All volunteers understand children and young people's diverse circumstances and provide support and respond to those who are vulnerable.
- 5.2 At FHBC, children and young people will have access to information, support and complaints processes that are culturally safe, accessible and easy to understand.
- 5.3 FHBC will endeavour to pay particular attention to the needs of children and young people with disability, children and young people from culturally and linguistically diverse backgrounds, those who are unable to live at home, and lesbian, gay, bisexual, transgender and intersex children and young people.
- 5.4 The FHBC will endeavour to pay particular attention to the needs of Aboriginal children and young people and provide/promote a culturally safe environment for them.

Child Safe Standard 6 –FHBC will ensure people working with children and young people are suitable and supported to reflect child safety and wellbeing values in practice

In complying with Child Safe Standard 6, FHBC, at a minimum, will ensure the following:

- 6.1 FHBC will conduct volunteer pre-employment screening and emphasise child safety and wellbeing.
- 6.2 FHBC will ensure all volunteers have current working with children checks or equivalent background checks.
- 6.3 FHBC will ensure volunteers receive appropriate inductions and are aware of their responsibilities to children and young people, including record keeping, information sharing and reporting obligations.
- 6.4 FHBC will ensure ongoing supervision and focused on child safety and wellbeing.

Child Safe Standard 7 – FHBC will ensure processes for complaints and concerns are child-focused

In complying with Child Safe Standard 7, FHBC will, at a minimum, ensure the following:

- 7.1 There is an accessible, child-focused complaint-handling policy that clearly outlines the roles and responsibilities of leadership and volunteers and has clear approaches to dealing with different types of complaints, breaches of relevant policies or the Code of Conduct and obligations to act and report.
- 7.2 FHBC has a complaint-handling process that is understood by children and young people, families and volunteers and is culturally safe.
- 7.3 FHBC will take complaints seriously and respond to them promptly and thoroughly.
- 7.4 FHBC has policies and procedures in place to address reporting of complaints and concerns to relevant authorities, whether or not the law requires reporting and co-operates with law enforcement.
- 7.5 FHBC will ensure reporting, privacy and employment law obligations are met.

Child Safe Standard 8 – FHBC will ensure volunteers are equipped with the knowledge, skills and awareness to keep children and young people safe through ongoing education and training

In complying with Child Safe Standard 8, FHBC, at a minimum, will ensure the following:

- 8.1 All volunteers are trained and supported to effectively implement the FHBC child safety and wellbeing policy.
- 8.2 All volunteers will receive training and information to recognise indicators of child harm including harm caused by other children and young people.
- 8.3 All volunteers will receive training and information to respond effectively to issues of child safety and wellbeing and support colleagues who disclose harm.
- 8.4 Volunteers will receive training and information on how to build culturally safe environments for children and young people.

Child Safe Standard 9 – FHBC will ensure physical and online environments promote safety and well-being while minimising the opportunity for children and young people to be harmed

In complying with Child Safe Standard 9, FHBC, at a minimum, will ensure the following:

- 9.1 Volunteers will be trained to identify and mitigate risks in the online and physical environments without compromising a child's right to privacy, access to information, social connections and learning opportunities.
- 9.2 FHBC will endeavour to ensure the online environment is used in accordance with the FHBC's Code of Conduct and child safety and wellbeing policy and practices.
- 9.3 FHBC will use risk management plans to consider risks posed by settings, activities, and the physical environment.
- 9.4 FHBC will ensure that contract facilities and services from third parties have procurement policies that ensure the safety of children and young people.

Child Safe Standard 10 – FHBC will ensure the implementation of the Child Safe Standards is regularly reviewed and improved.

In complying with Child Safe Standard 10, FHBC, at a minimum, will ensure the following:

- 10.1 FHBC will regularly review, evaluate and improve child-safe practices.
- 10.2 FHBC will ensure complaints, concerns and safety incidents are analysed to identify causes and systemic failures to inform continuous improvement.
- 10.3 FHBC will report on the findings of relevant reviews to volunteers, community and families and children and young people.

Child Safe Standard 11 – FHBC will ensure policies and procedures to document how the organisation is safe for children and young people

In complying with Child Safe Standard 11, FHBC will, at a minimum, ensure:

- 11.1 FHBC's policies and procedures address all Child Safe Standards.
- 11.2 FHBC's policies and procedures are documented and easy to understand.
- 11.3 FHBC will ensure that best practice models and stakeholder consultation inform the development of policies and procedures.
- 11.4 FHBC will endeavour leaders to champion and model compliance with policies and procedures.
- 11.5 FHBC will ensure volunteers understand and implement policies and procedures.