



POLICY **Membership Protection**

Policy Name **Child Risk Protection Strategy**

Document Control

Date	Comments	Authorised
09/02/2015	Reviewed	Leesa Friske
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PREAMBLE

Under the *Commission for Children and Young People and Child Guardian Act 2000*, all regulated businesses are required to prepare and adopt a written risk management strategy.

This strategy is to include:

- a policy with a statement of commitment to the safety and wellbeing of children and then protection of children from harm
- a Code of Conduct for interacting with children and young people
- recruitment, training and management procedures for staff (including appropriate employment screening – i.e. blue cards and registers of staff who hold blue cards)
- reporting guidelines and directions for handling disclosures and suspicions of harm
- a policy for managing breaches of the risk management strategy
- policies and procedures for compliance with blue card legislation
- risk management plans for high risk activities and special events, and strategies for communication and support such as:
 - information sheets for staff, volunteers and parents about policies, procedures and Codes of Conduct, and
 - training materials and strategies to help staff, volunteers and parents identify and manage risks of harm

While this strategy is a mandatory requirement for all regulated businesses, ratification by the *Commission for Children and Young People and Child Guardian* is not required and no mechanism to do so exists. Compliance with this requirement will be monitored through random audits. Where a child is harmed in some way, the Rockhampton Netball Association caring for them may be required to produce this strategy as a way of assessing the Rockhampton Netball Association's preparedness in this regard.

This strategy is required to be updated and endorsed annually.

PURPOSE

To prevent foreseeable harm to children and young people in the Rockhampton Netball Association's care
To ensure that all volunteers and staff who work within the Rockhampton Netball Association and identified in the Member Protection Policy are assessed for their suitability to work with children under the *Commission for Children and Young People Act 2000 (Qld)* with no exemptions.

Rockhampton Netball Association will ensure that all State legislative requirements are met and followed according to the process described in this policy.

SCOPE

This strategy applies to the operations of and the events conducted by the Rockhampton Netball Association.

WHO MUST COMPLY WITH THIS POLICY

This policy applies to the following, whether they are in a paid or unpaid/voluntary capacity:

- Individuals sitting on committees and sub-committees
- Employees and volunteers
- Support personnel (e.g. managers, physiotherapists, psychologists, masseurs, sport trainers)
- Coaches and assistant coaches
- Athletes
- Officials
- Members, including life members
- Affiliated organisations and persons
- Parents, guardians, spectators and sponsors to the full extent that is possible.

POLICY STATEMENT

The Rockhampton Netball Association will comply with the *Commission for Children and Young People and Child Guardian Act 2000* and the *Commission for Children and Young People Amendment Regulation (No. 1) 2006*.

All volunteers, 18 years and over, within Rockhampton Netball Association who directly and individually deal with children under the age of 18 on a regular basis will undergo the Working with Children Check and will hold a positive notice Blue Card prior to working with children and young people.

Those volunteers who do not undergo a Working with Children Check or hold a Blue Card will not be permitted to regularly deal with children or young people.

To further ensure the safety of children and young people whilst in the care of the Rockhampton Netball Association, the Association will require parents acting in an official volunteer capacity to provide a positive Blue Card notice. This additional requirement will minimise any issues associated with the child ceasing participation, or the parent being required to participate in other activities than just those activities in which their child participates.

Rockhampton Netball Association will work to minimise harm to children and young people by acting in a manner that supports their interests and wellbeing by:

- making sure children and young people know their right to feel safe at all times
- making sure children and young people are safe by monitoring their activities and ensuring their environment meets all safety requirements
- taking anything a child or young person says seriously and following up their concerns
- encouraging children and young people to tell staff of any suspicious and/or unsafe activities or people
- listening to children and young people and letting them know that staff are available to them if they have any concerns

All Rockhampton Netball members and persons identified in the Member Protection Policy will report disclosed or suspected harm to either the Department of Communities (Child Safety Service) or the Queensland Police Service who will decide on an appropriate course of action.

IMPLEMENTING THE POLICY

This policy is adopted by the Rockhampton Netball Association and is effective from 13th January 2011. The policy will be available on the Rockhampton Netball Association's website and all volunteers are expected to familiarise themselves with the document.

Official volunteers may be required to sign an agreement that they have read the policy.

MONITORING OF THE POLICY

Compliance with this policy will be monitored by the Rockhampton Netball Association's Management Committee via regular liaison with the Rockhampton Netball Association's volunteers and members and by the use of supportive processes as per the Rockhampton Netball Association's Child Protection Risk Management Strategy.

EVALUATION AND REVIEW

This policy will be reviewed annually, in line with the Rockhampton Netball Association's review of its entire Child Protection Risk Management Strategy. The policy will be reviewed with regard given to any aspects of the document that require changes.

This review shall be carried out by the Rockhampton Netball Association's Management Committee.

DEFINITIONS

Children and young people: Individuals who are under the age of 18 years.

Harm: The Child Protection Act 1999 (section 9) states:

'Harm' to a child is any detrimental effect of a significant nature on the child's physical, psychological or emotional wellbeing;

It is immaterial how the harm is caused;

Harm can be caused by –

physical, psychological or emotional abuse or neglect; or sexual abuse or exploitation.

Risk: Anything that can cause harm, either physically, psychologically or emotionally.

Risk management: The act of identifying and assessing all potential sources of harm and taking steps to decrease the likelihood that harm will occur.

Blue Card: Blue cards are issued by the Commission for Children and Young People and Child Guardian (Queensland Government Bluecard Services) once it has carried out the Working with Children Check to see if a person is eligible to work in the areas of child-related work covered by the Commission's Act. If a person is eligible, they are issued a positive notice letter and a blue card.

Working with Children Check: The Working with Children Check is a detailed national criminal history check including:

any charge or conviction for an offence, whether or not a conviction is recorded

whether a person is a respondent to or subject to an application for a child protection prohibition order or disqualification order, or

whether a person is subject to reporting obligations under the *Child Protection (Offender Reporting) Act 2004*.

Volunteer: A person who is employed by another person not for financial reward but who may receive reimbursement for out of pocket expenses.

Official Volunteer: A volunteer that is appointed directly by the Rockhampton Netball Association.

(This one page document can be used for general distribution and display on notice boards)



STATEMENT OF COMMITMENT

The Rockhampton Netball Association is committed to the safety and wellbeing of all members within the Rockhampton Netball Association. Every person and affiliated club/association is bound by this policy and must always place the safety and welfare of children above all other considerations.

The Rockhampton Netball Association does not tolerate any acts of harm towards children or adults and will actively seek to prevent its occurrence.

The Rockhampton Netball Association requires that any child who is abused or anyone who reasonably suspects that a child has been or is being abused by someone within our sport, to report it immediately to the police or relevant government agency and the association's nominated Child Protection Reporting Officer/s.

All allegations of child abuse will be dealt with promptly, seriously, sensitively and confidentially. A person will not be victimised for reporting an allegation of child abuse and the privacy of all persons concerned will be respected.

If anyone bound by this policy reasonably suspects that a child is being abused by his or her parent/s, they are advised to contact the Department of Communities, Child Safety Services.