



# Ballarat Little Athletics

## Child Protection Policy

**Effective:** 02 October 2020

Version: 1.0

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## Policy Administration

Policy Owner	Ballarat Little Athletics Centre
Date of Last Review	30/09/2020 – BLAC Committee
Next Scheduled Review	September 2021
Related Policies	Nil
Supporting Procedures or Guidelines	<ul style="list-style-type: none"> <li>- BLAC Handbook</li> <li>- LA Australia – National Child Protection Policy (as at June 2018)</li> <li>- Victoria State Government Health and Human Services website - <a href="https://providers.dhhs.vic.gov.au/child-protection">https://providers.dhhs.vic.gov.au/child-protection</a></li> <li>- Play by the rules – Child Protection online training module - <a href="https://athletics.canopihr.com.au">https://athletics.canopihr.com.au</a></li> </ul>

## Document Control

Version Number	Changes and Updates	Approved by:
0.1	Draft policy	30.09.2020 – BLAC Committee
1.0	Implementation of Policy	02.10.2020 – J Collins (Secretary)

## Definitions

LAVic	Little Athletics Victoria
BLAC	Ballarat Little Athletics Centre
Reasonable Belief	A belief is a belief on reasonable grounds if a reasonable person, doing the same work, would have formed the same belief on those grounds.
Vicarious liability	<p>Vicarious liability describes the principle in law which states that, depending on the circumstances, an organisation can be held responsible for the behaviour of its employees (including staff, volunteers and contractors), unless:</p> <ul style="list-style-type: none"><li>● it can be shown that all reasonable steps were taken to prevent the behaviour from happening in the first place</li><li>● appropriate policies and procedures are in place for dealing with the behaviour when it occurred</li></ul>
Mandatory reporting	<p>Mandatory reporting refers to the legal requirement of certain groups of people to report a reasonable belief of child physical or sexual abuse to child protection authorities.</p> <p>In Victoria, the following are mandatory reporters in Victoria:</p> <ul style="list-style-type: none"><li>● registered medical practitioners</li><li>● nurses</li><li>● midwives</li><li>● registered teachers and early childhood teachers</li><li>● school principals</li><li>● school counsellors</li><li>● police officers</li><li>● out of home care workers (excluding voluntary foster and kinship carers)</li><li>● early childhood workers</li><li>● youth justice workers</li><li>● registered psychologists</li><li>● people in religious ministry.</li></ul>
Significant harm	<p>Significant harm may relate to:</p> <ul style="list-style-type: none"><li>● physical injury</li><li>● sexual abuse</li><li>● emotional or intellectual development</li><li>● physical development or health</li><li>● abandonment or parental incapacity.</li></ul>
WWCC	Working with Children Check

### Purpose

This Policy provides BLAC and Members guidance to ensure a safe and inclusive environment for all children in Little Athletics and to assist with obligations under child protection laws.

### Authority

The Child Protection Policy was approved by the BLAC Committee 30th September 2020.

### Effective Date

The Child Protection Policy is effective from 2 October 2020.

### Amendments

Any amendments to this policy are to be recorded in the Document Control Sheet stating the date of the adaptation and the effective date upon which any amendment is to take effect.

### Alignment with Little Athletics Victoria

This Child Protection Policy has been adopted from and aligns to the Little Athletics Australia “National Child Protection Policy (as at June 2018)” which can be accessed [here](#).

### Publication

All sections of the Child Protection Policy are to be published on the BLAC website.

All Amendments to this policy are to be reflected on the BLAC website in a timely manner.

## Introduction

BLAC and Members are committed to the safety and wellbeing of all children and young people involved in Little Athletics.

The rights of children are fundamental. BLAC and Members support the active participation of children in Little Athletics.

## What is Child Protection?

Child protection in sport and recreation starts with setting up an environment and administrative system that will allow children to remain safe from abuse and protected from any individual who wishes to exploit or harm them.

Child protection laws apply in each state and territory and cover the reporting and investigation of child abuse. BLAC and Members must comply with all applicable child protection laws.

## What is Child Abuse?

Child abuse involves conduct which puts children at risk of harm or neglect. Child abuse can be inflicted by adults or other children and can include:

- Physical abuse by hurting a child or a child's development (e.g. hitting, shaking or other physical harm; giving a child alcohol or drugs; or training that exceeds the child's development or maturity).
- Sexual abuse by adults or other children where a child is encouraged or forced to watch or engage in sexual activity or where a child is subject to any other inappropriate conduct of a sexual nature (e.g. sexual intercourse, masturbation, oral sex, pornography including child pornography or inappropriate touching or conversations).
- Emotional abuse by ill-treating a child (e.g. humiliation, taunting, sarcasm, yelling, negative criticism, name calling, ignoring or placing unrealistic expectations on a child).
- Neglect, including medical neglect (e.g. failing to give food, water, shelter or clothing or to protect a child from danger or foreseeable risk of harm or injury).

In addition, BLAC and Members should ensure that a child is not left unattended without making appropriate arrangements for the child's supervision and care.

## Reporting Child Abuse

If BLAC or any Member reasonably suspects or believes that a child needs protection, it should be reported immediately to the police on 000 if the child is in immediate danger, or Child Protection on 1800 075 599 during business hours.

If an adult is worried about a child's wellbeing but does not believe they are in need of protection, they should talk to the BLAC Child Safety Officer/s and/or make a referral to Child FIRST via 1300 783 341 or The Orange Door via [orangedoor.vic.gov.au](http://orangedoor.vic.gov.au).

BLAC and Members must comply with all applicable mandatory reporting laws.

BLAC and Members must comply with all relevant child protection laws when dealing with a complaint or incidence of child abuse. In particular:

- BLAC and Members should deal with all allegations of child abuse promptly and confidentially and should not disclose information about the child, the accused or details of the complaint except as required by law
- BLAC and Members should not attempt to investigate, mediate or conduct any hearing into any allegation of child abuse

## Working with Children: Statutory Obligations

BLAC acknowledges that selecting suitable and appropriate people to work with children is vital. BLAC should conduct reference checks as far as practicable in relation to Members who are required to work with children.

All Members who are required to work with children must comply with the working with children obligations in Victoria. This may involve a Member undertaking a “working with children check” (WWCC) to determine their suitability to work in a paid or volunteer capacity with children.

The WWCC applicable in Victoria is the mandatory minimum standard for a range of child-related industries. The WWCC now covers all areas of administration, officiating, coaching and overnight supervision at camps and clinics. People working or volunteering in connection with Little Athletics are required to have their WWCC if they fall into one of the categories below:

- Region Executive Committee Members
- Centre Executive Committee Members
- Club Executive Committee Members
- Coaches
- Officials at State & Region level – (not parent helpers whose child is participating on the day)
- Team Managers
- Volunteers without children registered at the Centre
- Overnight Supervisors at camps/clinics/functions
- First Aid Personnel
- Volunteers at Association run activities (not Centre events)

Parents who have a child registered at the Centre where they work or volunteer, are exempt from the WWCC, unless they fall under one of the categories listed above.

Information about statutory working with children obligations in Victoria can be found here:

- <https://www.workingwithchildren.vic.gov.au/about-the-check/when-you-need-a-check>
- <https://www.workingwithchildren.vic.gov.au/individuals/applicants/things-you-need-to-know>

Contact details for Working with Children Check can be found here:

- <https://www.justice.vic.gov.au/contact-us/working-with-children-check>

Members who require a Working with Children Check must provide the details of their current WWCC to the registrar as soon as possible.

**NB:** BLAC or Members may be required to comply with multiple state or territory obligations.

If BLAC or Members intend to engage in child-related work in a different state or territory, they should refer to the relevant state or territory body for advice about what obligations apply.

For example, BLAC or Members taking children interstate for training camps or competition should ensure compliance with all applicable laws of the state or territory it is visiting.

### Taking images of children

BLAC should inform the parent/guardian about the nature of the use of the image(s) as well as how the image(s) will be stored and how the parent/guardian can access the image(s).

BLAC should obtain permission from a child's parent/guardian before using an image of a child. The image(s) should be sufficiently connected to Little Athletics and the child should be suitably clothed in a manner that promotes Little Athletics.

BLAC and Members should respect the privacy of other Members and must not use camera phones, cameras, video cameras or any other type of recording or photo taking device inside changing areas, showers and toilets.

### Responsibilities

This Policy applies to the Ballarat Little Athletics athletes; coaches; officials; spectators; volunteers and administrators and all people reasonably connected to Little Athletics (Members).

#### BLAC Committee should:

- distribute and discuss this Policy and relevant Codes of Conduct with all Members including during induction sessions for new staff and volunteer Members
- ensure that a copy of this Policy is accessible to all Members. Further, the Policy will be available online at: <http://www.ballaratlittleathletics.com.au/policies.html>
- review this Policy at least annually
- lead by example to demonstrate child safe behaviours

#### Parents, Coaches and Team Managers should:

- familiarise themselves with the BLAC Child Protection policy and reporting procedures and act accordingly if they witness or suspect any situations that may potentially lead to, or may constitute, child abuse
- act in accordance with the BLAC code of conduct on how to interact with children
- be a positive influence in the creation of a child safe environment

#### Athletes should:

- treat all athletes, volunteers, officials, team managers and spectators with respect
- Speak to an adult or BLAC Child Safety Officer about any situation they feel is harmful to a fellow athlete, or themselves