

# Child Safe Policy

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**Preparation Date:** 2 September 2014

## 1 Background

Sections 8A to 8D of the *Children's Protection Act 1993 (Act)* impose obligations relating to child safety on:

- government organisations; and
- non-government organisations that provide health, welfare, education, **sporting** or recreational, religious, spiritual, child care or residential services **wholly or partly** for children.

"Child" is defined as a person under 18 years of age.

## 2 Purpose

This policy was written to demonstrate the commitment of the Adelaide University Karate Club Inc (**Club**) to child safety and establishing and maintaining child safe and child friendly environments.

This policy complies with Section 8C of the Act.

## 3 Scope

This policy applies to all people involved in the Club, including:

- employees (permanent and casual);
- committee members;
- instructors;
- volunteers;
- contractors;
- any other individual involved in the Club

In this policy, the term "Personnel" is intended to cover all persons occupying any position listed above.

## 4 Commitment to Child Safety

All children who come to the Club have a right to feel and be safe. The Club is committed to the safety and well-being of all children accessing our services and the welfare of the children in our care will always be our first priority. The Club aims to create a child safe and child friendly environment where all children are valued and feel safe.

## 5 Children's Participation

The Club encourages and respects the views of children who access our services. We listen to and act upon any concerns that children or their families raise with us.

We ensure that children and their families know their rights and how to access the complaints procedures available to them.

We value diversity and do not tolerate any discriminatory practices.

## 6 Recruitment Practices

The Club takes all reasonable steps to ensure that it engages the most suitable and appropriate people to work with children, having regard to the size and resources of the Club.

The Club's Personnel are exempt from the requirement to conduct criminal history assessment for people working with children, as set out in section 8B of the Act, on the basis that the Club's Personnel do not undertake work that is for the exclusive benefit of children and do not provide work to any child on an individual basis (see section 14(g) of the *Childrens Protection Regulations 2000* (SA)). The Club's Personnel undertake work for the benefit of members of all ages and by way of open classes which include adults.

## 7 Guidelines

All Personnel of the Club are responsible for promoting the safety and well-being of children by:

- ensuring the safety and welfare of children is paramount at all times;
- treating all children with dignity, equality and respect;
- listening and responding appropriately to the views and concerns of children within the Club;
- taking all reasonable steps to ensure the safety and protection of children within the Club;
- ensuring children understand their rights and explaining to children in age-appropriate language what they can expect when participating in a service, activity or program offered by the Club;
- responding quickly, fairly and transparently to any serious complaints made by a child or their parent/guardian;
- notifying the Child Abuse Report Line on 13 14 78 as soon as practicable if they have a reasonable suspicion that a child has been or is being abused or neglected.

Personnel will not:

- take part in any unnecessary physical contact with a child;
- discriminate against any child because of age, gender, cultural background, religion, vulnerability or sexuality;
- develop any 'special' relationships with children outside of the professional relationship.

## **8 Reporting and responding to suspected child abuse and neglect**

In addition to making a report to the Child Abuse Report Line, Personnel must also report to the President or other Committee Member if reasonable suspicion is formed that a child has been, or is being, abused or neglected by other Personnel.

In response to any report to the President or Committee Member concerning Personnel of the Club, the Committee may determine to take disciplinary action.

Other protective actions may also be introduced to ensure the safety of children within the Club.

## **9 Communication**

The Club will ensure that everyone to whom this policy applies is aware of and has had an opportunity to read the policy.