



Calisthenics Buderim Inc

Child Safety and Wellbeing Policy

Purpose

This policy was written to demonstrate the strong commitment of the management, staff, and volunteers of the Calisthenics Buderim Inc (the Club) to ensure the safety and wellbeing of children and young people.

Commitment to Child Safety and Wellbeing

All children and young people who are a part of Calisthenics Buderim have a right to feel and be safe. The welfare of the children and young people in our care will always be our first priority and the Club has a zero tolerance to child abuse. Calisthenics Buderim aims to create a safe and friendly environment where children and young people feel safe and fun, and the Club's activities are always carried out in the best interests of the children and young people.

Application of this Policy

This policy was developed by Calisthenics Buderim and in collaboration with coaches, committee members, volunteers and the children who use our services and their parents.

This policy applies to all individuals involved in our organisation (paid and volunteer) including, but not limited to:

- Administrators
- Coaches
- Officials
- Participants
- Parents
- Volunteers
- Spectators

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All of the people to which this policy applies has a role and responsibility in relation to child protection. They must all:

- understand the indicators and risks of child abuse;
- appropriately act on any concerns raised by children; and
- understand and follow all applicable laws in relation to the protection of children and reporting or management of child safety concerns.

Abuse

Child abuse can take a broad range of forms including physical abuse, sexual abuse, emotional or psychological abuse and neglect. People to whom this policy applies need to be aware that child abuse can occur whenever there is actual or potential harm to a child, and these are circumstances that Calisthenics Buderim is committed to reducing the risk of occurrence.

Children's Rights to Safety and Participation

Buderim encourages children to express their views about their safety. We listen to their suggestions, especially on matters that directly affect them. We actively encourage all children who use our services to 'have a say' about things that are important to them.

Buderim teach children about what they can do if they feel unsafe. We listen to and act on any concern's children, or their parents, raise with us.

Valuing Diversity

Buderim value diversity and do not tolerate any discriminatory practices. To achieve this we:

- promote the cultural safety, participation and empowerment of Aboriginal and Torres Strait Islander children and their families
- promote the cultural safety, participation and empowerment of children from culturally and/or linguistically diverse backgrounds and their families
- welcome children with a disability and their families and act to promote their participation; and

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- seek appropriate staff from diverse cultural backgrounds

Recruiting Staff and Volunteers

Buderim takes the following steps to ensure best practice standards in the recruitment and screening of staff and volunteers:

- Interview and conduct referee checks on all staff and volunteers
- Require police checks and Working with Children Checks for relevant positions
- Our commitment to Child Safety and our screening requirements are included in all advertisements and as part of the induction process for new staff and volunteers

Supporting Staff and Volunteers

Buderim Calisthenics seeks to attract and retain the best staff and volunteers. We provide support and supervision, so people feel valued, respected, and fairly treated. We have developed a Code of Conduct to provide guidance to our staff and volunteers, all of whom receive training on the requirements of the Code.

Reporting a Child Safety Concern or Complaint

Buderim Calisthenics has appointed (name who) and (name who) as Child Safety Persons with the specific responsibility for responding to any complaints made by staff, volunteers, parents or children. These persons can be contacted on: (name/mobile) or (email) and (name/mobile) or (email). Our complaints process is outlined in the Code of Conduct.

Risk Management

Buderim recognise the importance of a risk management approach to minimising the potential for child abuse or harm to occur and use this to inform our policy, procedures, and active planning. In addition to general occupational health and safety risks, we proactively manage risks of abuse to our children.

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To reduce the risk of child abuse occurring, adults to whom this policy applies should avoid direct, unsupervised contact with children. For example, this should be a consideration when:

- using change room facilities
- using accommodation or overnight stays
- travel; or
- physical contact when coaching or managing children

Reviewing this Policy

This policy will be reviewed yearly, and we undertake to seek views, comments and suggestions from children, parents, carers, staff, and volunteers involved in the Club.