

Fairhaven SLSC – By Laws

Child Safety Policy

26th November 2019 (To be reviewed annually)



The Fairhaven Child Safety Policy

This child safety policy was approved by the Fairhaven SLSC Committee. This policy was written to demonstrate the strong commitment of the Committee, Volunteers and Subcontractor’s staff to Child Safety and to provide an outline of the policies and practices we have developed to keep everyone safe from any harm, including abuse.

Creating an Organisational Culture of Child Safety

Child and Young People’s safety is a priority at Fairhaven SLSC. We endeavour to ensure this awareness is embedded and implemented within our club culture, at all levels, through committee meetings, ongoing training, constructive leadership, knowledge of Fairhaven SLSC’s Code of Conduct, practices, resources and communication. Building awareness and implementation includes for example, making participants in the Nippers Program aware of those individuals who are Child Safety Officers and display at the Club, prominent posters informing participants of types of unacceptable behaviour that risks Child Safety.

Commitment to Child Safety

All children who come to Fairhaven SLSC have a right to feel and be safe. The welfare of the children in our care will always be our first priority. We aim to create a child safe and child friendly environment enabling children to focus on their activities and having fun. This policy was developed in collaboration with all our volunteers, subcontractor’s staff and the children who use our services and their parents. It applies to all volunteers, subcontractor’s staff, children and individuals involved in the organisation.

Children’s Rights to Safety and Participation

Fairhaven SLSC volunteers and subcontractor’s staff encourage children to express their views and listen to their suggestions, especially on matters that directly affect children. We actively encourage all children who use our services to ‘have a say’ about those things that are important to them. We value diversity and do not tolerate any discriminatory practices. We teach children about what they can do if they feel unsafe. We listen to and act on any concerns children, or their parents may raise with us.

Engagement of Volunteers and Staff

Fairhaven SLSC applies the best practice standards in the recruitment and screening of volunteers and subcontractor’s staff. As per Life Saving Victoria’s policy, we ask all members, 18 years and over, to provide a Working with Children Check.

Support for Volunteers and Staff

Fairhaven SLSC seeks to attract and retain the best volunteers and subcontractor’s staff. We provide support and supervision so people feel valued, respected and fairly treated. We have developed a Code of Conduct that sets out the clear expectations Fairhaven SLSC has of all its Volunteers, Members and Visitors.

Reporting a Child Safety Concern

Fairhaven SLSC has appointed delegates as Child Safety Persons with specific responsibility for responding to any complaints made by volunteers, subcontractors’ staff, parents or children. Our complaints processes are outlined in the ‘Reporting Requirements Procedures’ document. Some of the key risks to children in an organisational setting are outlined below. Volunteers, subcontractor’s staff, parents or children who recognise any of these risks, should report them to the Child Safety Person.

| Risks to Children | |
|--|--|
| Unintentional/Accidental Harm <ul style="list-style-type: none"> Poor physical environment leading to injury Poor supervision High-risk activity Lack of risk mitigation strategies in place | Physical Abuse <ul style="list-style-type: none"> Physical punishment Pushing, shoving Punching, slapping, biting, kicking Throwing sand, especially in the face |
| Psychological Abuse <ul style="list-style-type: none"> Bullying Threatening language Shaming Intentional ignoring and isolating (either face-to-face, online or via other technology) | Cultural Abuse <ul style="list-style-type: none"> Lack of cultural respect Racial or cultural vilification or discrimination Lack of support to enable a child to be aware of and express their cultural identity |
| Neglect <ul style="list-style-type: none"> Lack of supervision Not providing adequate nourishment Not providing adequate clothing or shelter Not meeting the specific physical or cognitive needs of children | Sexual Abuse <ul style="list-style-type: none"> Sexual abuse, assault and exploitation Grooming Inappropriate touching Inappropriate conversations of a sexual nature (either face-to-face, online or via other technology) Crossing professional boundaries |

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| Harm through the Use of Social media, online or mobile phone communication * | |
|---|--|
| <ul style="list-style-type: none">• Harassment• Pressuring engagement• Unwanted engagement• Taking photographs without consent• Broadcasting photographs without consent• Threats• Blackmailing | |

Adapted from the NSW Office of the Children's Guardian, www.kidsguardian.nsw.gov.au

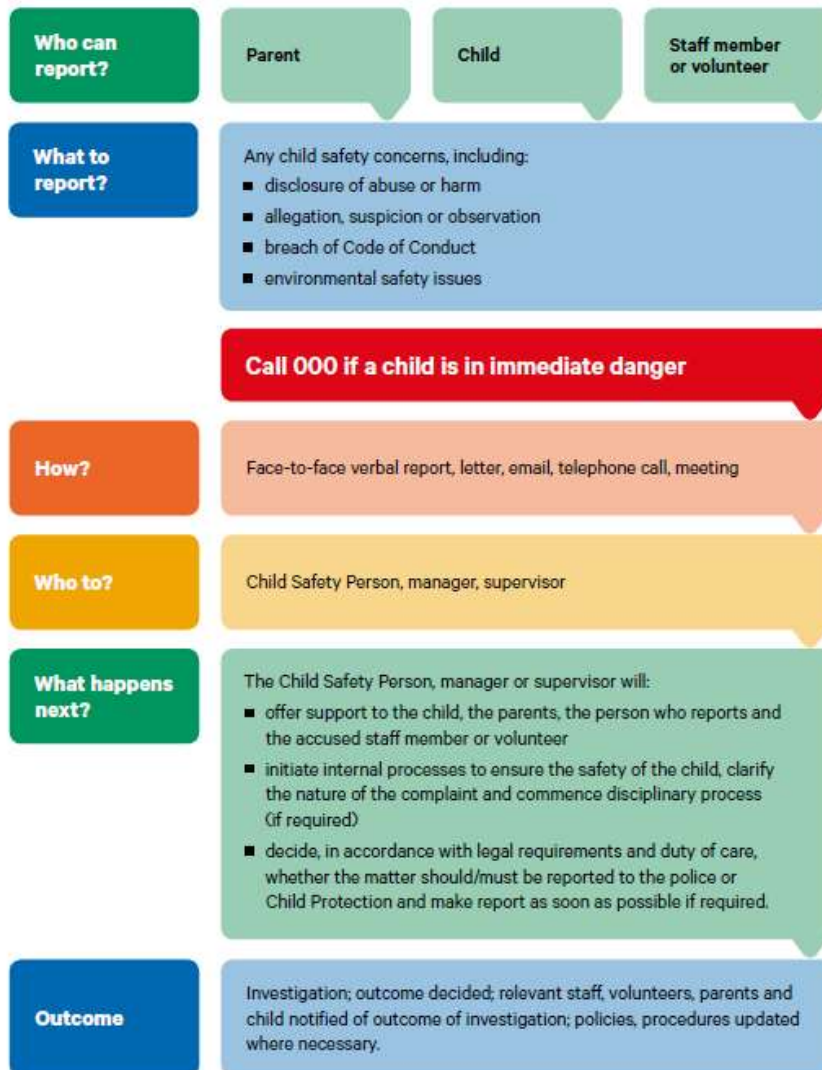
* The perpetrator might be a child (that is Child to Child). In this situation the individual case will be carefully investigated and guardians of the children involved will need to be informed.

Please refer to the Fairhaven SLSC Code of Conduct for more information.
<http://www.fairhavenslsc.org/pdf/misc/FSLSC%20-%20Code%20of%20Conduct%20-%20April%202018.pdf>

If a risk is reported to the Child Safety Person the following reporting process guideline should be followed:



Flowchart: Child safety reporting process



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Helpful Organisations

Immediate Report – Child Protection; Victoria Police; Victoria Police Sexual Offences and Child Abuse

Child Protection

After Hours Crisis Line: 13 1278 (24 hours, 7 days a week)

Victoria Police

Contact your local Sexual Offences and Child Abuse Investigation Team or call 000 and ask for police.

Victoria Police Sexual Offences and Child Abuse

Investigation Team
Melbourne: 03 8690 4056
Dandenong: 03 8769 2200
Box Hill: 03 8892 3292
Knox: 03 9881 7939
Web: www.police.vic.gov.au/content.asp?document_id=36448

Information and Support Services:

Australian Childhood Foundation

PO Box 525, Ringwood Victoria 3134
Tel: (03) 9874 3922
National Free Call: 1800 176 453
Web: www.childhood.org.au
Email: info@childhood.org.au
Web: www.safeguardingchildren.com.au
Email: safeguardingchildren@childhood.org.au

Centre for Excellence in Child and Family Welfare Inc.

Level 5/50 Market Street, Melbourne Victoria, 3000
Tel: 03 9614 1577
Web: www.cfecfw.asn.au
Email: admin@cfecfw.asn.au

Child Family Community Australia

Australian Institute of Family Studies
Level 20 South Tower/485 La Trobe Street
Melbourne Victoria 3000
Tel: 03 9214 7888
Web: www.aifs.gov.au/cfca

Child Protection

After Hours Crisis Line: 13 1278 (24 hours, 7 days a week)

Commission for Children and Young People

Level 20/570 Bourke Street
Melbourne Victoria 3000
Tel: 03 8601 5884
Web: www.cryp.vic.gov.au
Email: childsafec@cryp.vic.gov.au

Children's Protection Society

70 Altona Street, Heidelberg West Victoria 3081
Tel: 03 9450 0900
Web: www.cps.org.au
Email: cps@cps.org.au

Child Wise

PO Box 1117, South Melbourne Victoria 3205
Tel: 03 9645 8911
National Helpline: 1800 991 099
Web: www.childwise.org.au
Email: office@childwise.org.au

ChildSafe

PO Box 7127, Banyule Victoria 3084
Tel: 03 9037 6415
Web: www.childsafe.org.au

Commissioner for Privacy and Data Protection

Level 6/121 Exhibition Street
Melbourne Victoria 3000
Tel: 1300 666 444
Web: cpdp.vic.gov.au
Email: privacy@cpdp.vic.gov.au

Royal Children's Hospital Safety Centre

Flemington Road, Parkville Victoria 3052
Tel: 03 9345 5085
Web: www.rch.org.au/safetycentre
Email: safetycentre@rch.org.au

VicSport

Level 3/375 Albert Road
South Melbourne Victoria 3205
Tel: 03 9926 1376
Web: vicsport.com.au
Email: admin@vicsport.com.au

Victoria Police

Contact your local Sexual Offences and Child Abuse Investigation Team or call 000 and ask for police.

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Victoria Police Sexual Offences and Child Abuse

Investigation Team
Melbourne: 03 8690 4056
Dandenong: 03 8769 2200
Box Hill: 03 8892 3292
Knox: 03 9881 7939
Web:
www.police.vic.gov.au/content.asp?document_id=36448

Victorian Equal Opportunity and Human Rights Commission

Level 3/204 Lygon Street
Carlton Victoria 3053
Tel: 1300 891 848
TTY: 1300 289 621
Web: www.humanrightscommission.vic.gov.au
Email: information@veohrc.vic.gov.au

Victorian Institute of Teaching

Level 9/628 Bourke Street
Melbourne Victoria 3000
Tel: 1300 888 067
Web: www.vit.vic.edu.au
Email: vit@vit.vic.edu.au
Working with Children Check

Department of Justice and Regulation

GPO Box 1915
Melbourne, Victoria 3001
Tel: 1300 652 879
Web: www.workingwithchildren.vic.gov.au
Email: workingwithchildren@justice.vic.gov.au

Youth Affairs Council of Victoria

Level 2/180 Flinders Street
Melbourne Victoria 3000
Tel: 03 9267 3799
Tel: 1300 727 176
Web: www.yacvic.org.au
Email: info@yacvic.org.au