

Banyule Hawks Basketball Club

Child Safe Policy

Purpose:

The purpose of this policy is to provide a framework for the Banyule Hawks Basketball Club (**BHBC**) to create and maintain a safe and inclusive environment for all children that participate in our club activities.

Scope:

This policy applies to all members and volunteers of the BHBC, including coaches, officials, administrators, parents or guardians, and anyone involved in club activities.

Policy:

1. Commitment to Child Safety:

The BHBC is committed to the safety and wellbeing of all children participating in our programs. We recognise children's rights to feel safe and be protected from harm.

2. Child Safety Standards:

The BHBC will comply with the Victorian Child Safe Standards, which are:

2.1. Creating a child-safe environment

The BHBC will create a welcoming environment that is safe and supportive for all children.

2.2. Embedding a culture of child safety

The BHBC expects all members to demonstrate behaviour that exemplifies the principles of child safety, respect, and inclusivity.

2.3. Having a code of conduct that establishes expectations for appropriate behaviour during interactions with children.

2.4. Screening, supervision, training and other human resources practices that reduce the risk of child abuse by new and existing personnel.

2.5. Processes for responding to reportable allegations of child abuse.

2.6. Strategies to identify and reduce or remove risks of child abuse.

2.7. Strategies to promote the participation and empowerment of children in developing safe practices.

3. Code of Conduct:

All members of the BHBC are required to adhere to a Code of Conduct that outlines expectations of professional and appropriate behaviour when interacting with children. The Code of Conduct must be enforced by the club and reviewed annually.

4. Safe Recruitment and Selection:

BHBC will use rigorous human resources practices and employment screening procedures to ensure that all members, volunteers, and staff working with children are suitable to work in this environment.

5. Reporting of Concerns:

Any concerns related to child safety must be immediately reported to the Child Safety Officer or their delegate. If the Child Safety Officer is not available, the reportee should contact any senior club official who will notify the Child Safety Officer as soon as possible.

6. Responding to Reports:

All reports of child safety concerns will be taken seriously and dealt with promptly and appropriately. The club will follow established procedures, and any individual acting in bad faith or retaliating against a reportee will be subject to disciplinary action.

7. Communication and Education:

BHBC will provide training to all members and volunteers on the Victorian Child Safe Standards, the club's Code of Conduct, reporting procedures, and obligations under relevant legislation.

8. Review and Evaluation:

This policy will be reviewed and updated annually or as new legislation, regulations, or guidance becomes available.

9. Implementation:

This policy will be communicated to all members of the BHBC, and everyone will be expected to comply with its provisions. It will be posted on the club's website, and hard copies will be available at the club's premises.

10. Responsibility:

The Child Safety Officer (or their delegate) has the primary responsibility for implementing this policy and reporting back to the committee. All members of the committee, coaches, officials, administrators, parents or guardians also have a responsibility to model appropriate behaviour and to report any concerns that arise.