



PRGSC (PRG) CHILD SAFEGUARDING POLICY

POLICY NAME	PRGSC Child Safeguarding Policy
DATE OF ISSUE	05/01/2023
POLICY COVERAGE	PRGSC Committee, Volunteers, Employees, members
TIME OF REVIEW	Biannual review date : January 2025
CONTROLLING BODY	PRG Committee

1. RATIONALE & PURPOSE

PRG is committed to the safety, wellbeing, and empowerment of all our members. WE have a zero tolerance approach to any form of child abuse. We want our gymnasts to be safe, happy and feel empowered and our Club's aims reinforce this commitment. It is essential that everyone involved in gymnastics: administrators, volunteers, parents and participants understand the important responsibilities they have in relation to child safety and we are committed to educating our community in this regard. We will work in partnership with parents, gymnasts, coaches and volunteers to ensure the safety, participation and empowerment of all children. Together we can provide an environment where children feel safe, respected, valued and encouraged to reach their full potential.

2. CONTEXT

PRG has adopted and are committed to complying with Gymnastics Australia and Gymnastics Victoria Child Safety policies. Links to these policies are found on our PRG website at <https://www.prahranrg.com.au>. The below statements summarise key obligations under these policies:

- We have zero tolerance of child abuse, and all allegations and safety concerns will be treated very seriously and consistently with our policies and procedures.
- We have legal and moral obligations to contact authorities when we are worried about a child's safety, which we will follow rigorously.
- Our organisation is committed to preventing child abuse and identifying risks early, and removing and reducing these risks.



- We are committed to providing an environment where all gymnasts feel valued and can learn in a supportive atmosphere regardless of their skill level.
- We support and respect all children, as well as our staff and volunteers.
- We are committed to the cultural safety of Aboriginal children, the cultural safety of children from a culturally and/or linguistically diverse background, and to providing a safe environment for children with a disability.
- As a minimum, all staff will hold a current Working with Children Check.
- Parents and volunteers are an important part of our community and should always feel their children are safe.
- We expect all parents and volunteers to uphold the child safe standards and codes of conduct.

3. POLICY GUIDELINES

3.1 Committee of Management:

In line with the GV Child Safety policy, the PRGSC Committee will ensure that:

- Our organisation will continue to keep up to date with all obligations via our governing bodies – Gymnastics Australia and Gymnastics Victoria
- Our organisation is committed to regularly discussing, training and educating our staff and volunteers on child abuse risks.
- Our organisation has policies, procedures and training in place that support our leadership team, staff and volunteers to achieve these commitments.
- The Organisation commits to employing coaches that uphold these values and will ensure that our recruitment and orientation processes include child safety checks and balances.
- Ensure that a Child Safety Officer is available for support and education of Committee, volunteers, coaches, gymnasts and Club members on issues of child safety and wellbeing
- Committee members must provide evidence of having completed the following certificates:
 - PBTRs - Child Protection and Safeguarding
 - PBTRs - Harassment and Discrimination
 - National Integrity Framework
 - Child Safeguarding in Sport Induction
 - Anti-Doping Fundamentals
- Committee members must have a current Working With Children Check.

3.2 Gymnasts:

This policy is intended to empower children who are vital and active participants in our Club. Opportunities to involve gymnasts in decision making, especially about matters that directly



affect them, will be developed so we can listen to their views and respect what they have to say. At a minimum, every squad will have an education/information session annually with the Child Safety Officer and/or the Committee member who holds the Child Safety Portfolio.

The Club will promote diversity and tolerance in our organisation, and ensure that people from all walks of life and cultural backgrounds are welcome by celebrating and acknowledging culturally significant events/occasions during trainings and functions.

The Club will ensure that class placement is appropriate to the level and need of the gymnast.

3.3 Coaches and Volunteers:

This policy guides our staff and volunteers on our expectations regarding our roles and behaviour, with children in our organisation.

All of our coaches and volunteers must agree to abide by our code of conduct which specifies the standards of conduct required when working with children.

As a minimum all coaches will hold a current Working with Children Check and be provided with an opportunity to do a First Aid Certificate & CPR.

Coaches will have relevant qualifications or be in the process of obtaining qualifications under the direction of the Head Coach or Senior Coach.

All coaches will attend regular internal coaching meetings and child safety will be a regular item on the Agenda.

Our organisation will commit to regularly training and educating our coaches and volunteers on child abuse risks.

All coaches and volunteers will be given a clear briefing and induction prior to commencing their roles

3.4 Allegations, concerns and complaints

All allegations will be taken seriously and the GV Child Safety Policy will guide the practices in place to investigate thoroughly and quickly.

The Club will work to ensure all children, families, coaches and volunteers know what to do and who to tell if they observe abuse or are a victim, and if they notice inappropriate behaviour.



We all have a responsibility to report an allegation of abuse if we have a reasonable belief that an incident took place.

If an adult has a **reasonable belief** that an incident has occurred then they must report the incident. Factors contributing to reasonable belief may be:

- a child states they or someone they know has been abused (noting that sometimes the child may in fact be referring to themselves)
- behaviour consistent with that of an abuse victim is observed
- someone else has raised a suspicion of abuse but is unwilling to report it
- observing suspicious behaviour.

Our Child Safety Officer will be the first port of call for all incidents and will guide staff/gymnasts/families through all procedural requirements

We have legal and moral obligations to contact authorities when we are worried about a child's safety, which we follow rigorously.

4. PRIVACY

All personal information considered or recorded will respect the privacy of the individuals involved, whether they be staff, volunteers, parents or children, unless there is a risk to someone's safety.

5. CODES OF CONDUCT

The Following Codes of Conduct must be signed and/or agreed to upon enrolment and or employment/volunteering:

- Committee Code of Conduct
- Coaches/Volunteers Code of Conduct
- Spectator/Member Code of Conduct
- Chaperone Code of Conduct
- Parent Code of Conduct

6. CHILD SAFE STATEMENT:

❖ PRGSC IS COMMITTED TO SAFETY AND WELLBEING OF ALL CHILDREN AND YOUNG PEOPLE AND THIS WILL BE THE PRIMARY FOCUS OF OUR CARE AND DECISION-MAKING.

❖ PRGSC HAS ZERO TOLERANCE FOR CHILD ABUSE.



- ❖ WE ARE COMMITTED TO PROVIDING A CHILD SAFE ENVIRONMENT WHERE CHILDREN AND YOUNG PEOPLE ARE SAFE AND FEEL SAFE, AND THEIR VOICES ARE HEARD ABOUT DECISIONS THAT AFFECT THEIR LIVES. PARTICULAR ATTENTION WILL BE PAID TO THE CULTURAL SAFETY OF ABORIGINAL CHILDREN AND CHILDREN FROM CULTURALLY AND/OR LINGUISTICALLY DIVERSE BACKGROUNDS, AS WELL AS THE SAFETY OF CHILDREN WITH A DISABILITY.
- ❖ EVERY PERSON INVOLVED IN PRGSC HAS A RESPONSIBILITY TO UNDERSTAND THE IMPORTANT AND SPECIFIC ROLE HE/SHE PLAYS INDIVIDUALLY AND COLLECTIVELY TO ENSURE THAT THE WELLBEING AND SAFETY OF ALL CHILDREN AND YOUNG PEOPLE IS AT THE FOREFRONT OF ALL THEY DO AND EVERY DECISION THEY MAKE

7. REGULAR REVIEW

This policy will be reviewed by the Committee every two years and following significant incidents if they occur.