



# MEMBER PROTECTION POLICY

## **PURPOSE**

### **PURPOSE OF OUR POLICY**

The main objective of our Member Protection Policy is to maintain responsible behaviour and the making of informed decisions by participants in Roselind Calisthenics. It outlines our commitment to a person's right to be treated with respect and dignity, and to be safe and protected from abuse. Our policy informs everyone involved in Roselind Calisthenics of his or her legal and ethical rights and responsibilities and the standards of behaviour that are required. It also covers the care and protection of children participating in Roselind Calisthenics activities.

### **WHO OUR POLICY APPLIES TO**

Our policy applies to everyone involved in Roselind Calisthenics including committee members, administrators, coaches, officials (umpires/referees/judges), participants, parents and spectators.

### **EXTENT OF OUR POLICY**

Our policy covers unfair decisions (e.g. team selection) and actions, breaches of our code of behaviour and behaviour that occurs at practice and at social events organised or sanctioned by Roselind Calisthenics. It also covers private behaviour where that behaviour brings Roselind Calisthenics or the sport of Calisthenics into disrepute or there is suspicion of harm towards a child or young person.

### **CLUB RESPONSIBILITIES**

We will:

- implement and comply with our policy;
- promote our policy to everyone involved in Roselind Calisthenics;
- promote and model appropriate standards of behaviour at all times;
- respond to breaches or complaints made under our policy promptly, fairly, and confidentially;
- seek advice from and refer serious issues to *Department of Human Services*

Serious issues include unlawful behaviour that involves or could lead to significant harm and includes criminal behaviour (e.g. physical assault, sexual assault, child abuse) and any other issues that our state or national body request to be referred to them.

### **INDIVIDUAL RESPONSIBILITIES**

Everyone associated with Roselind Calisthenics must:

- comply with the standards of behaviour outlined in our policy;
- treat others with respect;
- always place the safety and welfare of children above other considerations;
- be responsible and accountable for their behaviour;
- follow the guidelines outlined in this policy if they wish to make a complaint or report a concern about possible child abuse, discrimination, harassment or other inappropriate behaviour.

## **Protection of Children**

### **CHILD PROTECTION**

Roselind Calisthenics is committed to the safety and wellbeing of all children and young people accessing our service. We support the rights of the child and will act without hesitation to ensure a child safe environment is maintained at all times. We also support the rights and wellbeing of our staff and volunteers and encourage their active participation in building and maintaining a secure environment for all participants.

Roselind Calisthenics acknowledges that our coaches, members and volunteers provide a valuable contribution to the positive experiences of children involved in Calisthenics. Roselind Calisthenics aims to continue this and to take measures to protect the safety and welfare of children participating in our sport by:

### **IDENTIFY AND ANALYSES RISK OF HARM**

Roselind Calisthenics will develop and implement a risk management strategy, which includes a review of existing child protection practices, to determine how child-safe and child-friendly the organisation is and to determine what additional strategies are required to minimize and prevent risk of harm to children because of the action of an employee, volunteer or another person.

### **DEVELOP CODES OF CONDUCT FOR ADULTS AND CHILDREN**

Roselind Calisthenics will ensure that the organisation has codes of conduct that specify standards of conduct and care when dealing and interacting with children, particularly those in the organisation's care. The organisation will also implement a code of conduct to address appropriate behaviour between children.

The code(s) of conduct will set out professional boundaries, ethical behaviour and unacceptable behaviour.

### **CHOOSE SUITABLE EMPLOYEES AND VOLUNTEERS**

Roselind Calisthenics will ensure that the organisation takes all reasonable steps to ensure that it engages the most suitable and appropriate people to work with children (in prescribed positions). This may be achieved using a range of screening measures. Such measures will aim to minimise the likelihood of engaging (or retaining) people who are unsuitable to work with children.

Roselind Calisthenics will ensure that working with children checks/criminal history assessments are conducted for employees and volunteers working with children, where an assessment is required by law.

If a criminal history report is obtained as part of their screening process, Roselind Calisthenics will ensure that the criminal history information is dealt with in accordance with relevant state requirements.

### **SUPPORT, TRAIN, SUPERVISE AND ENHANCE PERFORMANCE**

Roselind Calisthenics will ensure that volunteers and employees who work with children or their records have ongoing supervision, support and training such that their performance is developed and enhanced to promote the establishment and maintenance of a child-safe environment.

### **EMPOWER AND PROMOTE THE PARTICIPATION OF CHILDREN IN DECISION-MAKING AND SERVICE DEVELOPMENT**

Roselind Calisthenics will promote the involvement and participation of children and young people in developing and maintaining child-safe environments.

## **REPORT AND RESPOND APPROPRIATELY TO SUSPECTED ABUSE AND NEGLECT**

Roselind Calisthenics will ensure that volunteers and employees are able to identify and respond to children at risk of harm.

Roselind Calisthenics will make all volunteers and employees aware of their responsibilities under respective state laws if they have suspicion on reasonable grounds that a child has been or is being abused or neglected.

In addition to any legal obligation, if any person feels another person or organisation bound by this policy is acting inappropriately towards a child or is breaching the code's of practice set out they may make an internal complaint.

## **SUPERVISION**

Members under the age of 18 must be supervised at all times by a responsible adult. Roselind Calisthenics will provide a level of supervision adequate and relative to the members' age, maturity, capabilities, level of experience, nature of activity and nature of venue. If a member finds a member under the age of 18 is unsupervised, they should assume responsibility for the member's safety until the parent/guardian or supervisor can be found.

Parents must turn up on time to collect their child for reasons of courtesy and safety. If it appears a member will be left alone at the end of a training session with just one child, they will ask another member to stay until the child is collected]

## **TRANSPORTATION**

Parents/guardians are responsible for transporting their children to and from club activities (e.g. practice and competitions).

## **TAKING IMAGES OF CHILDREN**

Images of children can be used inappropriately or illegally. Roselind Calisthenics requires that members, wherever possible, obtain permission from a child's parent/guardian before taking an image of a child that is not their own and ensure that the parent knows the way the image will be used. We also require the privacy of others to be respected and disallow the use of camera phones, videos and cameras inside changing areas, showers and toilets.

If Roselind Calisthenics uses an image of a child it will avoid naming or identifying the child or it will, wherever possible, avoid using both the first name and surname. We will not display personal information such as residential address, email address or telephone numbers without gaining consent from the parent/guardian. We will not display information about hobbies, likes/dislikes, school, etc as this information can be used as grooming tools by pedophiles or other persons. We will only use appropriate images of a child, relevant to our sport and ensure that the child is suitably clothed in a manner that promotes the sport, displays its successes, etc.

## **ANTI-HARASSMENT, DISCRIMINATION AND BULLYING**

Roselind Calisthenics opposes all forms of harassment, discrimination and bullying. This includes treating or proposing to treat someone less favourably because of a particular characteristic; imposing or intending to impose an unreasonable requirement, condition or practice which has an unequal or disproportionate effect on people with a particular characteristic; or any behaviour that is offensive, abusive, belittling, intimidating or threatening – whether this is face-to-face, indirectly or via communication technologies such as mobile phone and computers. Some forms of harassment, discrimination and bullying are against the law and are based on particular characteristics such as age, disability, gender, sexual orientation, pregnancy, political or religious beliefs, race, and marital status.

Roselind Calisthenics takes all claims of harassment, discrimination, bullying and cyber bullying seriously. We encourage anyone who believes they have been harassed, discriminated against or bullied to raise the issue with Roselind Calisthenics.

## **INCLUSIVE PRACTICES**

Roselind Calisthenics is welcoming and we will seek to include members from all areas of our community.

- **People with a disability**-Where possible we will include people with a disability in our teams and club. We will make reasonable adaptations (e.g. modifications to equipment and rules) to enable participation.
- **People from diverse cultures**-We will support and respect people from diverse cultures and religions to participate in Roselind Calisthenics and where possible will accommodate requests for flexibility).
- **Sexual & Gender Identity**- All people, regardless of their sexuality, are welcome at Roselind Calisthenics. We strive to provide a safe environment for participation and will take action over any homophobic behaviour.
- **Pregnancy** -Pregnant women should be aware that their own health and wellbeing, and that of their unborn children, should be of utmost importance in their decision making about the way they participate in Calisthenics. We recommend pregnant women to consult with their medical advisers, make themselves aware of the facts about pregnancy in sport, and ensure that they make informed decisions about participation.