



Alexandra & District Speedway Inc.

CHILD SAFE POLICY

ADS Inc. Child Safe Policy.

Approved by: ADS Inc. Committee – 19th September 2017

Date for review: July 2019

Purpose:

This policy was written to demonstrate the strong commitment of the management and volunteers of the Alexandra & District Speedway to child safety and to provide an outline of the policies and practices the club has developed to keep everyone safe from harm, including abuse.

Commitment to Child Safety:

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

Application of this Policy:

This policy was developed by the club and in collaboration with the committee, volunteers and the children who race with us and their parents.

This policy applies to all individuals involved in our organisation (paid and volunteers) including, but limited to:

- Administrators
- Officials
- Participants
- Parents
- Spectators

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

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

Child 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 the club is committed to reducing the risk of occurrence.

Children's Rights to Safety and Participation

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

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

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

- Promote the cultural safety, participation and empowerment of Aboriginal 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.

Recruiting staff and volunteers:

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

- Working with Children checks for all relevant positions
- Conducting a brief interview with all new volunteers
- Our commitment to Child Safety to be well advertised

Supporting staff and volunteers:

The club 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:

The club has appointed Child Safety Persons with the specific responsibility for responding to any complaints made by staff, volunteers, parents or children. They are David Cherry, Jodie Finnegan, Aaron Meakins, Julie Kerr & Luke Fallon, and can be contacted on the numbers below:

1. David Cherry: 0408 121 253
2. Jodie Finnegan: 0412 118 571
3. Aaron Meakins: 0408 539 694
4. Julie Kerr: 0438 700 124
5. Luke Fallon: 0408 306 135

Our Child Safe Complains process is:

Contact one of the above Child Safety Persons immediately. The Child Safety Person will write up a statement and arrange a meeting with the remaining Child Safety Persons to rectify the situation. You will be notified by telephone and in writing of the outcome.

Risk Management:

We recognise the importance of a risk management approach to minimise the potential for child abuse or harm to occur, and use this to inform our policy, procedures and active planning. In addition to general occupation health and safety risks, we proactively manage risks of abuse to our children. 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
- Travel
- Physical contact when assisting or managing children
- Using accommodation or overnight stays.

Reviewing this policy:

This policy shall be reviewed every two years and we undertake to seek views, comments and suggestions from children, parents, carers, staff and volunteers in the club. This policy review schedule may be changed subject to changes regarding the Child Safe Standards from the Victorian State Government.



Alexandra & District Speedway Inc.

CHILD SAFE POLICY

ADS Inc. Child Safe Code of Conduct.

Approved by: ADS Inc. Committee – 21st September 2017

Date for review: July 2019

This Code of Conduct outlines appropriate standards of behaviour by adults towards children.

This Code of Conduct aims to protect children and reduce any opportunities for abuse or harm to occur. It also helps staff and volunteers by providing them with guidance on how to best support children and how to avoid or better manage difficult situations.

This Code of Conduct applies to all people involved in the Alexandra & District Speedway Inc.'s activities, including coaches, officials, volunteers and parents.

All Alexandra & District Speedway Inc.'s staff and volunteers are responsible for promoting the safety and wellbeing of children and young people by:

- Adhering to our Child Safe Policy, this Code of Conduct and any other Alexandra & District Speedway Inc.'s policies;
- Taking all reasonable steps to protect children from abuse; Alexandra & District Speedway – Child Safe Policy Published: September 2017
- Treating everyone with respect, including listening to and valuing their ideas and opinions;
- Welcoming all children and their families and carers and being inclusive;
- Respecting cultural, religious and political differences and acting in a culturally sensitive way, particularly when interacting with children who are Aboriginal or otherwise culturally or linguistically diverse and those with a disability;
- Modelling appropriate behaviour;
- Listening to children and responding to them appropriately;
- Reporting and acting on any breaches of this Code of Conduct, complaints or concerns appropriately and treat them seriously and with respect;
- Complying with our guidelines on physical contact with children;
- Working with children in an open and transparent way – other adults should always know about the work you are doing with children; and
- Respecting the privacy of children and their families, and only disclosing information to people who have a need to know.

Alexandra & District Speedway Inc. staff and volunteers MUST NOT:

- Seek to use children in any way to meet the needs of adults;
- Ignore or disregard any concerns, suspicions or disclosures of child abuse;
- Use prejudice, oppressive behaviour or language with children;
- Engage in rough physical games;
- Discriminate on the basis of age, gender, race, culture, vulnerability or sexuality;
- Initiate unnecessary physical contact with children or do things of a personal nature that children can do for themselves, such as toileting or changing clothes;
- Develop 'special' relationships with specific children or show favouritism through the provision of gifts or inappropriate attention;
- Exchange personal contact details such as telephone numbers, social networking sites or email addresses with children; and
- Have unauthorised contact with children and young people online or by telephone.

By observing these standards, you acknowledge your responsibility to immediately report any breach of this Code to the Alexandra & District Speedway Inc. secretary:

Aaron Meakins on 0408 539 694.

This Code of Conduct will be reviewed by Alexandra & District Speedway Inc. bi-annually.