



Langwarrin Lazers Basketball Club- Child Protection Policy

Statement of Commitment to Child Protection

Langwarrin Lazers Basketball Club (LLBC) is committed to the safety of all children within its organisation, in accordance with the law, as determined by the Commission for Children and Young People.

Langwarrin Lazers Basketball Club is committed to implementing the 7 Child Safe Standards to protect all children and young people from harm or abuse within the Club. Child Safe Standards aim to promote the safety of children; prevent child abuse; ensure organisations and businesses have effective processes in place to respond to and report all allegations of child abuse.

Child Safe Standards work by driving changes in organisational culture – embedding child safety in everyday thinking and practice; providing a minimum standard of child safety across all organisations; highlighting that we all have a role to keep children safe from abuse.

Langwarrin Lazers Basketball Club has a zero-tolerance stance against child abuse in any form, and all allegations and safety concerns raised, will be addressed promptly and in accordance with the Child Safe Standards.

Langwarrin Lazers Basketball Club is committed to the prevention of child abuse, including the identification, reduction, and removal of risks to children and young people.

Langwarrin Lazers Basketball Club is committed to ensuring our staff and volunteers have access to ongoing training and information about the risks of child abuse and their role in the Club's commitment to the prevention of child abuse.

Langwarrin Lazers Basketball Club have specific policies, procedures and training in place to support our leadership team, staff and volunteers to achieve these commitments.

It is the responsibility of all staff and volunteers of the Langwarrin Lazers Basketball club to ensure the safety wellbeing, participation and empowerment, of all children and young people within the club.

It is the legal and moral obligation of any person over the age of 18 whom is employed by, or volunteers for Langwarrin Lazers Basketball Club to contact the relevant authorities, in response to any concerns or issues raised by any person which indicates the potential risk or harm to a child or young person within the organisation.

Our Children

Langwarrin Lazers Basketball Club is committed to the inclusion and empowerment of all children and young people within its organisation, all of whom are vital and active participants.

Children and young people are encouraged to be involved in decision making processes, particularly regarding matters in which they are directly impacted. It is the aim of Langwarrin Lazers Basketball Club to listen to, respect and support children within its organisation.

Langwarrin Lazers Basketball Club (LLBC) promote diversity, inclusivity, and tolerance within Langwarrin Lazers Basketball Club.

- LLBC promotes the cultural safety, participation and empowerment of children of Aboriginal and/or Torres Strait Island background.
- LLBC promotes the cultural safety, participation and empowerment of children from culturally and/or linguistically diverse backgrounds.
- LLBC promotes the safety, empowerment, and inclusive participation of children with a disability.

Child Protection Policy

1) Introduction

Everyone who participates in Langwarrin Lazers Basketball Club activities is entitled to do so in an enjoyable and safe environment. LLBC has a moral and legal obligation to ensure, when given responsibility for children and young people; that coaches, officials, volunteers, staff members and parents provide them with the highest possible standard of care.

Langwarrin Lazers Basketball Club is committed to implementing policies that clearly outline the expectation of all adults involved in the Club are aware of their individual and collective responsibility to safeguard children from harm and abuse. This includes adhering to the Code of Conduct, policies and procedures to protect children from harm, and report any concerns about their welfare to appropriate authorities such as DHHS Child Protection, and Victoria Police.

The aim of the policy is to promote awareness and good practice within Langwarrin Lazers Basketball Club, provide all children and young people with appropriate safety/protection whilst in the care of Langwarrin Lazers Basketball Club; and to allow staff and volunteers to make informed and confident responses to issues and/or allegations relating to child abuse.

Child:

The words 'child' and 'children' in this guide refer to children and young people up to the age of 18 years. This definition is consistent with the national framework, Creating Safe Environments for Children – Organisations, Employees and Volunteers, the Commission for Children and Young People Act, the Child Wellbeing and Safety Act 2005 and the Children, Youth and Families Act 2005. The term 'child' in this guide is inclusive of anyone under 18 years of age. Not utilising the term 'young people' is not intended to diminish any emphasis on, or acknowledgement of, the safety risks to older children or teenagers.

Employee/Volunteer:

The words "Employee" and "Volunteer" in this policy refer to any person who acts on behalf of Langwarrin Lazers Basketball Club in roles such as committee member, coach, administration, team management, scoring, or any other role in which a person represents the Langwarrin Lazers Basketball Club.

1.1) Policy Statement

Basketball Victoria is committed to the following:

- the welfare of the child is paramount
- all children, whatever their age, culture, ability, gender, language, racial origin, religious belief and/or sexual identity should be able to participate in basketball in a fun and safe environment
- taking all reasonable steps to protect children from harm, discrimination and degrading treatment and to respect their rights, wishes and feelings
- all suspicions and allegations of poor practice or abuse will be taken seriously and responded to swiftly and appropriately
- all Langwarrin Lazars Basketball Club employees who work with children will be recruited with consideration for their suitability for that responsibility, and will be provided with guidance and/or training in good practice and child protection procedures
- working in partnership with parents and children is essential for the protection of children

2) Promoting Good Practice

To provide children with the best possible experience and opportunities in basketball everyone must operate within an accepted ethical framework such as The Codes of Conduct.

It is not always easy to distinguish poor practice from abuse. It is therefore NOT the responsibility of employees or participants in basketball to make judgements about whether abuse is taking place. It is, however, their responsibility to identify poor practice and possible abuse and act if they have concerns about the welfare of the child.

Please read the attachment below to help you identify good practice and poor practice.

3) Children's Rights to Safety and Participation

Langwarrin Lazars Basketball Club is committed to the safety and wellbeing of all children accessing our service. We support the rights of the child and will act without hesitation to ensure a child safe environment is maintained always.

Langwarrin Lazars Basketball Club also promotes the involvement and participation of children and young people in developing and maintaining child-safe environments.

We involve them when making decisions, especially about matters that directly affect them. We listen to their views and respect what they have to say.

4) Identify and Analyse Risk of Harm

Langwarrin Lazars Basketball Club expects all employees and volunteers to act in accordance with the Commission for Children and Young People's Child Safe Standards when identifying and analysing the risk of harm. LLBC will review its Child Protection Policy every 2 years, which includes a review of existing child protection practices, and child safe standards, to determine how the organisation will continue to work in the

best interests of children and young people within the organisation; and to determine what additional strategies are required to minimise and prevent risk of harm to children by the action of an employee, volunteer, official, parent, player or other person.

Langwarrin Lazers Basketball Club expects all Club officials to access all information and training provided by LLBC, to ensure their knowledge of the risks associated with child abuse.

5) Ensure that Adults and Children Adhere to the Codes of Conduct

Langwarrin Lazers Basketball Club will ensure that all adults, children and young people are aware of and adhere to the organisation's 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 implement a code of conduct to address appropriate behaviour between children.

All staff and volunteers, as well as children and their families, are given the opportunity to contribute to the development of the Codes of Conduct via feedback to the Langwarrin Lazers Basketball Club committee.

6) Training and Supervision

Training and education is important to ensure that everyone in Langwarrin Lazers Basketball Club understands that child safety is everyone's responsibility.

Langwarrin Lazers Basketball Club culture aims for all staff and volunteers (in addition to parents/carers and children) to feel confident and comfortable in discussing any allegations of child abuse or child safety concerns. We train our staff and volunteers to identify, assess, and minimise risks of child abuse and to detect potential signs of child abuse.

Langwarrin Lazers Basketball Club support our employees and volunteers to develop their skills to protect children from abuse; and promote the cultural safety of Aboriginal children, the cultural safety of children from linguistically and/or diverse backgrounds, and the safety of children with a disability.

New employees and volunteers will have access to supervision and advice from the Langwarrin Lazers Basketball Club leadership team to ensure they understand Langwarrin Lazers Basketball Club's commitment to child safety and that everyone has a role to play in protecting children from abuse, as well as checking that their behaviour towards children is safe and appropriate (please refer to this organisation's code of conduct to understand appropriate behaviour further). Any inappropriate behaviour will be reported through appropriate channels, including the FDDB, Department of Health and Human Services, and Victoria Police; depending on the perceived severity and urgency of the matter.

7) Club Welfare Officer

It is not the responsibility of anyone working for Langwarrin Lazers Basketball Club in a paid or unpaid capacity to decide whether child abuse has taken place. However, there is a responsibility to act on any concerns through contact with the appropriate authorities so that they can then make inquiries and take necessary action to protect the young person. This applies **BOTH** to allegations/suspensions of abuse occurring within Langwarrin Lazers Basketball Club's activities and to allegations/suspensions that abuse is taking place elsewhere.

Langwarrin Lazers Basketball Club will ensure that a Club Welfare Officer is appointed to address and oversee matters concerning child safety and abuse within the Club. We expect our members, staff and volunteers to discuss any concerns that they may have about the welfare of a child IMMEDIATELY with the nominated Club welfare officer. The Club welfare officer will ensure that the concerns/incident reported will remain confidential and that the identity of the person reporting the concern/incident is not revealed.

The Club Welfare Officer will be required to report all the incidents to the appropriate authority at Basketball Victoria who will then ascertain whether the person/s involved in the incident, play a role in the organisation and act accordingly.

The Club Welfare Officer will be available to support its members accordingly if an allegation is made, and act impartially between parties.

8) Screening and Recruitment

Langwarrin Lazers Basketball Club ensures that all reasonable steps are taken to engage the most suitable and appropriate people to work with children. This is achieved using a range of screening measures. Such measures help us minimise the likelihood of engaging (or retaining) people who are unsuitable to work with children.

We develop selection criteria and advertisements which clearly demonstrate our commitment to child safety and an awareness of our social and legislative responsibilities. Langwarrin Lazers Basketball Club understands that when recruiting staff and volunteers, we have ethical as well as legislative obligations.

We actively encourage applications from people from Aboriginal background, culturally and/or linguistically diverse backgrounds, and people with a disability.

All people engaged in child-related work, including volunteers, are required to hold a Working with Children Check and to provide evidence of this Check. Please see the [Working with Children Check](http://www.workingwithchildren.vic.gov.au) website <www.workingwithchildren.vic.gov.au> for further information.

Please read the attached document which states the screening processes followed by Langwarrin Lazers Basketball Club.

8) Induction and Training for Employees and Volunteers

Induction

All employees and volunteers of Langwarrin Lazers Basketball Club will be required to complete an induction and training process aligned with Child Safe standards which will include the following:

- Completion of application form in full including self-disclosure of criminal history, to be checked and cleared by a senior committee member.
- Substantiation of qualifications by a senior committee member
- Provide evidence of current Working with Children's Check
- Signed agreement of Langwarrin Lazers Code of Conduct, and the Member Protection Declaration

Training

In addition to pre-selection checks, to ensure all employees and volunteers are aware of their responsibilities, and accountability, they will:

- Be provided with a Welcome pack outlining their role and responsibilities, and containing a copy of the Langwarrin Lazers Basketball Club Code of Conduct
- Have access to Child Safe information and links via the Club website
- Be expected to complete the Child Protection online training course via Play by The Rules website playbytherules.net.au and provide evidence of completion to Langwarrin Lazers Basketball Club administration.

10) Fair and Just Procedures for Employees and Volunteers

The safety and wellbeing of its children and young people is central to the Langwarrin Lazers Basketball Club. The Club is also committed to ensuring that staff and employees are afforded fair and just procedures in the event of an allegation, or investigation because of an allegation of abuse or inappropriate behaviour. Langwarrin Lazers Basketball Club will endeavour to ensure that the decision-making process when recruiting, assessing incidents and/or allegations, and undertaking disciplinary action will always be thorough, transparent, and evidence-based.

All allegations of abuse, inappropriate behaviour and/or safety concerns, including investigation updates will be recorded and securely stored.

Langwarrin Lazers Basketball Club will endeavour to maintain open and impartial communication with all parties to provide updates to children and families on the process, decisions and any actions we as an organisation take, where relevant and appropriate.

11) Privacy

All personal information of staff, volunteers, officials, parents or children, which is collected or recorded will be treated with respect and privacy. If it is believed there is a risk to someone's safety, information will only be shared with the relevant authorities. Langwarrin Lazers Basketball Club will practice transparency about how this information is recorded, what will be done with it, and who will have access to it.

12) Legislative Responsibilities

Langwarrin Lazers Basketball Club takes our legal responsibilities seriously, including:

- **Failure to disclose:** Reporting child sexual abuse is a community-wide responsibility. All adults in Victoria who have a reasonable belief that an adult has committed a sexual offence against a child under 16 have an obligation to report that information to the police.¹
- **Failure to protect:** People of authority in Langwarrin Lazers Basketball Club will commit an offence if they know of a substantial risk of child sexual abuse and have the power or responsibility to reduce or remove the risk, but negligently fail to do so.²
- Any personnel who are **mandatory reporters** must comply with their duties.³

¹ A person will not commit this offence if they have a reasonable excuse for not disclosing the information, including a fear for their safety or where the information has already been disclosed.

Further information about the failure to disclose offence is available on the [Department of Justice and Regulation website](http://www.justice.vic.gov.au/home/safer+communities/protecting+children+and+families/failure+to+disclose+offence) <www.justice.vic.gov.au/home/safer+communities/protecting+children+and+families/failure+to+disclose+offence>.

² Further information about the failure to protect offence is available on the [Department of Justice and Regulation website](http://www.justice.vic.gov.au/home/safer+communities/protecting+children+and+families/failure+to+protect+offence) <www.justice.vic.gov.au/home/safer+communities/protecting+children+and+families/failure+to+protect+offence>.

³ Mandatory reporters (doctors, nurses, midwives, teachers (including early childhood teachers), principals and police) must report to child protection if they believe on reasonable grounds that a child is in need of protection from physical injury or sexual abuse.

See the Department of Health and Human Services website for information about [how to make a report to child protection](http://www.dhs.vic.gov.au/about-the-department/documents-and-resources/reports-publications/guide-to-making-a-report-to-child-protection-or-child-first) <www.dhs.vic.gov.au/about-the-department/documents-and-resources/reports-publications/guide-to-making-a-report-to-child-protection-or-child-first>.

13) Risk Management

In Victoria, organisations are required to protect children when a risk is identified (see information about failure to protect above). In addition to general occupational health and safety risks, Langwarrin Lazers Basketball Club will proactively manage risks of abuse to our children, as they are identified.

14) Regular Review

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

All families and children have the opportunity to contribute via feedback to the Langwarrin Lazers Basketball Club committee.

15) Allegations, Concerns and Complaints

Langwarrin Lazers Basketball Club takes all allegations seriously and has practices in place to investigate thoroughly and quickly. Our staff and volunteers are trained to deal appropriately with allegations.

We work to ensure all children, families, staff 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 (see information about failure to disclose above).

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 ⁴
- someone else has raised a suspicion of abuse but is unwilling to report it
- observing suspicious behaviour.

¹ For example of behaviour, please see [An Overview of the Victorian child safe standards](#):

<www.dhs.vic.gov.au/__data/assets/word_doc/0005/955598/Child-safe-standards_overview.doc>