

Preamble

The Berwick Cricket Club has implemented a series of policies designed to ensure the safety and wellbeing of Children and young people within the competition. The Executive Committee have the responsibility to enact, monitor and enforce these policies.

This policy aims to address the requirements of the Victorian State Legislation on Child Safe Standards as defined by VICSPORT.

All Association personnel are expected to be aware of these policies and in specific cases meet and acknowledged their compliance with the Code of Behavior.

Victorian law requires organisations that work with children to meet the Victorian Child Safe Standards as of 1 January 2017.

The Executive Role

The Berwick Cricket Club Executive Committee have the responsibility to develop, enact, monitor and enforce these policies.

This responsibility may be allocated to a sub-committee that report to the Executive Committee for ratification as appropriate.

Development of policies and procedures that facilitate the implementation of this Child Safe Policy is paramount. For the policy to be effective there must be actions defined for the different roles carried out by members together with their declaration of compliance.

Specific policies should spell out key requirements for a role together with the consequence for non-compliance. These need to be signed by the member signifying acceptance.

The Standards

The seven standards are:

- 1 Strategies to embed an organisational culture of child safety, including through effective leadership arrangements
- 2 A Child Safe Policy or statement of commitment to child safety
- 3 A Code of Conduct that establishes clear expectations for appropriate behaviour with children
- 4 Screening, supervision, training and other human resources practices that reduce the risk of child abuse by new and existing personnel
- 5 Processes for responding to and reporting suspected child abuse
- 6 Strategies to identify and reduce or remove risks of child abuse
7. Strategies to promote the participation and empowerment of children.

General Members

The 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 Berwick Cricket Club activities, including coaches, officials, volunteers and parents.

All members 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 other Association policies
- Taking all reasonable steps to protect children from abuse
- 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 adult 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
- Respecting the privacy of children and their families, and only disclosing information to people who have a need to know.

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 phone number, social networking site or email addresses with children
- Have unauthorised contact with children and young people online or by phone.

Non Compliance

Matters of non-compliance will be addressed by the Executive Committee who shall determine any appropriate actions or penalties.