

SOUTHERN CANBERRA GYMNASTICS CLUB

Child Safeguarding Policy

1 **Preface**

This Policy is part of Gymnastics Australia and Gymnastics ACT's proactive and preventative approach to uphold its commitment to the safety, wellbeing, participation and empowerment of all Children who access our activities, programs, services or facilities. It is important to acknowledge that historically the majority of SCGC's athlete membership base is under the age of 12 (with a significant percentage of that being under 5 years of age). Young children are particularly vulnerable to abuse and extremely reliant on the adults around them to provide a safe environment.

2 **Policy statement**

SCGC supports the Gymnastics Australia Child Safeguarding Policy as amended from time to time and adopts it wholly as SCGC's Child Safeguarding Policy.

For the purposes of this Child Safeguarding Policy all references to Gymnastics Australia and/or association members should be read as references to SCGC.

All references in the policy to the Gymnastics Australia CEO should be read as references to the SCGC Operations Manager.

The GA Child Safeguarding Policy is an integral part of the Gymnastics Australia National Integrity Framework and must be read in conjunction with the Framework and its associated Integrity Policies. The Gymnastics Australia National Integrity Framework and its Child Safeguarding Policy can be accessed via the following links:

[National Integrity Framework \(gymnastics.org.au\)](https://gymnastics.org.au/national-integrity-framework)

[Child Safeguarding Policy.pdf \(gymnastics.org.au\)](https://gymnastics.org.au/child-safeguarding-policy)

3 **Related documents**

Related SCGC documents include the following:

- SCGC Constitution;
- SCGC Member Protection Policy
- Competition Manipulation and Sport Wagering Policy;
- Improper Use of Drugs and Medicine Policy; and
- Complaints, Disputes and Discipline Policy.

4 Policy promotion

This policy will be made available to all SCGC members via the SCGC website at: www.southerncanberra.gymnastics.org.au and shall also be communicated to all staff.

All committee members, senior Club managers and senior coaches must review this policy and the National Integrity Framework, including its related Integrity Policies the Member Protection Policy and the Behaviour Management Policy at the start of each term.

5 Review

To ensure its efficacy, this policy will be reviewed by the SCGC Committee each year. Any amendment to this policy must receive the approval of Committee.

In addition to the annual review, the board will review the associated procedures after each related matter and incorporate any applicable “lessons learnt”.

6 Additions or amendments

In addition to the annual review of this policy recommended changes to the policy may be submitted to the Committee for consideration, at any time. In the event that the changes are accepted, the policy will be updated, dated and circulated to all relevant stakeholders.

7 Non-compliance

Non-compliance with this policy by any committee or other member will be treated as a serious breach of the club’s ethics and standards. Disciplinary action may be taken against any infringement of this policy with those responsible asked to explain to the committee the basis of their actions.

8 Member rights

The Club has a Complaints Handling Procedure and will deal with any complaints about breaches of this Policy promptly, seriously, sensitively and at all times confidentially. However, for complaints or matters that falls within the scope of the National Integrity Framework policy such matters will be referred to and handled by Gymnastics Australia and Sports Integrity Australia. The Club recognises the principle of natural justice which be applied in the investigation and adjudication of a complaint.

9 Confidentiality and reporting

The Club administration is responsible for implementing this Policy and will keep confidential the names and details relating to complaints, unless disclosure is:

- necessary as part of the disciplinary or corrective process; and/or
- required by law.

10 Revision record

Date	Issue	Author	Description of Revision
Aug 19	1.0	Bob Weight	First issue.
Jun 21	1.1	Bob Weight	Add clause 4 to add requirement for all committee members, senior managers and senior coaches to review CSP, MPP and Behaviour Management policies at start of every term.
Aug 21	1.2	Bob Weight	Amend to state that reference in the GA policies to the GA CEO should be read as references to the SCGC Operations Manager
May 22	2.0	Bob Weight	Amended to reflect the requirements of the GA National Integrity Framework

COMMITTEE & SENIOR MANAGERS COMMITMENT STATEMENT

SCGC is committed to the safety, wellbeing, and empowerment of all Children accessing our programs and services including indigenous children, those from culturally and linguistically diverse backgrounds and Children with disability. Accordingly, SCGC accepts, supports and has adopted fully the GA National Integrity Framework including its related Integrity Policies.

SCGC has a zero tolerance approach to any form of child abuse. We support the rights of children and we will act immediately to ensure an environment is maintained where children and all participants feel safe, respected, valued and empowered at all times.

Our commitment encompasses the rights and wellbeing of our personnel, members, contractors and volunteers and requires their active participation in building and maintaining a secure environment for all participants. We also acknowledge these groups and individuals provide a valuable contribution to the positive experiences of children involved in our sport. SCGC and all its members will continue to take measures to protect the safety and welfare of children by embedding child safety in our sport's culture.

We know that being a leading child safe organisation is about more than having the right policies and procedures in place. It requires conscious action and proactive behaviours to protect children from harm. It means creating a culture of safety that extends from participation and education through to ensuring all members feel safe and secure in reporting inappropriate behaviour.

It is essential that everyone involved in SCGC; our staff, 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.

Together we can provide an environment where children feel safe, respected, valued and encouraged to reach their full potential.

The President of SCGC, alongside the Committee members and Senior Managers, hereby sign this Child Protection Commitment Statement on the [insert date] of [insert month], two thousand and nineteen.

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Robert Weight

President

Signatures:

Matthew Harvey
Vice President

Tatjana Keski-Frantti
Secretary

Nadine Weight
Treasurer

Juanita Matheson
Committee Member

Zelda Murray
Committee Member

Carlene Bourandanis
WAG PM

David Norgate
MAG PM

Kaylene Rose
Administration Manager

Our Personnel's Commitment to Child Safety

SCGC (we / our / us) is committed to safeguarding Children in its care. As part of this commitment, we have developed practice and behaviour guidelines for SCGC, and these are approved and endorsed by our Committee.

All our Personnel, our Board Members and volunteers, are required to observe our practice and behaviour guidelines. When any Personnel and volunteers commence any activity with SCGC, they are required to sign this Child Safety Commitment Statement.

Management considers a failure to observe our guidelines to be misconduct that may result in disciplinary action. Depending on the seriousness of the misconduct, disciplinary action may include suspension while matters are investigated and/or dismissal. In addition to any internal disciplinary proceedings, any breaches of law will be reported to police or other relevant authority.

Commitment

I, _____

Name of SCGC Personnel or volunteer

- a. have been provided with a copy, read, and understood the GA National Integrity Framework including its related Child Safeguarding Policy and the Member Protection Policy;
- b. have been provided with a copy, read, and understood the GA Codes of Behaviour;
- c. understand my responsibilities in relation to ensuring and promoting the safety of Children;
- d. will observe obligations set out in the National Integrity Framework including its related Integrity Policies during my engagement with SCGC to ensure and promote the safety of Children participating in activities provided by SCGC; and
- e. understand that I must report any criminal conviction or charge prior to and subsequent to my engagement that indicates that I may present a potential risk to the Children.

Name and Signature of SCGC Personnel or volunteer _____ -

Date _____/_____/_____

Name and Signature of committee representative _____

Date _____/_____/_____