

Geelong Aquatic Centre Child Safe Policy

1. Purpose

The Geelong Aquatic Centre (GAC) is committed to the safety and well-being of all children and young people who use our facilities and services. This policy outlines our commitment to creating a child-safe environment where children are protected from abuse, and their rights, welfare, and safety are upheld at all times.

2. Scope

This policy applies to all staff, volunteers, contractors, and visitors at the Geelong Aquatic Centre. It covers all programs, activities, and events conducted by or on behalf of GAC.

3. Commitment to Child Safety

- **Zero Tolerance for Child Abuse:** GAC has zero tolerance for child abuse. All allegations and safety concerns will be treated seriously and consistently with our robust policies and procedures.
 - **Child-Centered Approach:** The rights and best interests of the child are paramount. We support and respect all children, regardless of their background, ethnicity, abilities, or beliefs.
 - **Empowerment and Participation:** We encourage children to express their views and provide them with the opportunity to participate in decisions affecting them. We ensure that their voices are heard and considered.
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4. Code of Conduct

- All staff and volunteers must adhere to our Child Safe Code of Conduct, which sets out clear expectations for behaviour with children.
 - All interactions with children must be positive, respectful, and supportive. Staff and volunteers must always act as role models of safe and responsible behaviour.
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5. Recruitment and Training

- GAC is committed to employing high-quality staff and volunteers who are suitable to work with children.
 - All prospective staff and volunteers undergo a rigorous recruitment process, including interviews, reference checks, and Working with Children Checks (WWCC).
 - All staff and volunteers will receive regular child safety training to ensure they understand their responsibilities and the processes for reporting any concerns.
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6. Reporting and Responding to Child Safety Concerns

- **Reporting:** All staff, volunteers, and visitors are required to report any child safety concerns or allegations of child abuse to the designated Child Safety Officer immediately.
 - **Response:** GAC will take all allegations seriously and will respond in accordance with our legal obligations and internal procedures. We will provide support to children, families, and staff throughout any investigation process.
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7. Risk Management

- GAC is committed to identifying and managing risks to child safety in all aspects of our operations.
 - We will regularly review our risk management strategies to ensure they remain effective and address any emerging risks.
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8. Privacy and Confidentiality

- All personal information regarding child safety concerns will be handled with the utmost care, ensuring that confidentiality is maintained in accordance with legal requirements.
 - We will only disclose information to those who need to know to protect the safety and well-being of the child involved.
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9. Continuous Improvement

- GAC is committed to continuously improving our child safety policies, practices, and procedures.

- We will regularly review this policy and our related procedures to ensure they remain current and effective.
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10. Communication and Accessibility

- This policy will be communicated to all staff, volunteers, and families and will be made accessible on our website and in our facilities.
 - We will provide training and support to ensure everyone at GAC understands their responsibilities under this policy.
 - All staff follow detailed safeguarding procedures outlined in the Geelong Aquatic Centre Employee Handbook, including incident reporting, supervision requirements and emergency response procedures.
 - Parents and visitors attending the centre are expected to follow the Geelong Aquatic Centre Parent and Spectator Code of Conduct.
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Approved by: Deb Gill

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