

## BAYSIDE HOCKEY CLUB INCORPORATED

**(Bayside HC)**

Registration Number A0044571F

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## CHILD SAFE POLICY

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### Definitions

In this Policy:

**Child/Children/Junior** means a person/s under the age of 18 years.

**Child abuse** means any act committed against a Child involving:

- physical abuse when a Child suffers, or is likely to suffer, significant harm as a result of a physical injury, such as a non-accidental physical injury;
- sexual abuse when a Child suffers, or is likely to suffer, significant harm as a result of sexual abuse, such as when a Child is exploited, or used by another for his or her sexual gratification or sexual arousal, or for that of others;
- serious emotional or psychological abuse when a Child suffers, or is likely to suffer, emotional or psychological harm of such a kind that the Child's emotional or intellectual development is or is likely to be significantly damaged; or
- serious neglect when a Child's physical development or health has been, or is likely to be, significantly damaged. This includes omission, such as depriving a Child of food, clothing, warmth, hygiene, intellectual stimulation, supervision and safety, attachment to and affection from adults, or medical care.

**HA** means Hockey Australia.

**HV** means Hockey Victoria.

**Member** means a member (including a playing member, non-playing member and life member) of Bayside HC;

**Relevant person** means a person who is involved with the activities of Bayside HC whether in a paid or an unpaid/voluntary capacity, including:

- a Member;
- a person appointed or elected to the Bayside HC committee and any sub-committee;
- an employee or agent of Bayside HC;

- a support person, including manager, physiotherapist, psychologist, masseur, sport trainer and others;
  - a coach, assistant coach and team manager;
  - a referee, an umpire or other official;
  - a spectator or supporter; and
  - a parent or guardian of a player.
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## Application

This Policy applies to a Relevant Person acting in an official capacity as a representative of Bayside HC, or otherwise, in relation to any activities of, or relating to, Bayside HC.

This Policy applies to behaviour that occurs at training sessions, games and Bayside HC meetings, as well as at social events organised or sanctioned by the Bayside HC (or our sport, for example by Hockey Victoria). It also applies to behaviour on away and overnight trips. It covers private behaviour where that behaviour brings Bayside HC, hockey, or sport in general, into disrepute.

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## Policy

### 1. Commitment to Child safety

Bayside HC has zero tolerance of Child abuse and is committed to the safety and wellbeing of Children and young people in the Bayside HC community who participate in the club's activities. It commits to:

- be a club with an embedded Child safe culture that provides a safe and secure environment in which its Junior Members can thrive without risk of harm or abuse;
- listen to, respect and empower its Junior Members;
- promote cultural safety for Aboriginal Children, cultural safety for Children from culturally and/or linguistically diverse backgrounds and provide a safe environment for Children with a disability; and
- inform and educate its members and volunteers about Child abuse risks.

This Policy sets out the policies, practices, procedures that Bayside HC has in place to support this commitment and to ensure that it is compliant with the Victorian Child Safe Standards (**Child Safe Standards**) that apply to all sporting organisations providing services or facilities to Children within Victoria.

### 2. Position statements

As detailed in the Bayside HC Member Protection Policy (available on the Bayside HC website), Bayside HC has adopted, and requires that all Relevant Persons comply with, the position statements in the HA Member Protection Policy (**HA Policy**) including those that relate to Child protection and taking images of Children. The HA Policy can be downloaded [HERE](#).

### 3. Working with Children check

Bayside HC requires that persons in relevant positions hold a Working with Children Check (**WWC Check**). Introduced by the Victorian Government, the WWC Check helps protect Children from physical and sexual harm by screening people's criminal records and professional conduct and preventing those who pose an unjustifiable risk to Children from working with or caring for them.

A WWC Check is mandatory for Relevant Persons who are working with Junior players in junior and senior teams including:

- committee members;
- coaches/assistant coaches;
- team managers;
- co-ordinators and umpires; and
- volunteers.

Bayside HC may, if it considers it reasonable to do so, require that any other Relevant Person provide a WWC Check.

Bayside HC undertakes personal reference checks by consulting with members, and/or coaches and/or other appropriate persons as to the suitability of a party for a role with Bayside HC.

### 4. Risk Management

Relevant Persons in positions of authority should avoid direct, unsupervised contact with Children and maintain clear:

- **physical boundaries eg**
  - use drills to develop fitness, not as a punishment;
  - only use physical contact that is appropriate for the development of a particular skill and has the permission of the Child; and
  - work within sight of others at all times.
- **emotional boundaries eg**
  - use positive feedback on performance, not negative feedback about the Child; and
  - be encouraging and avoid put-downs.
- **social boundaries eg**
  - attend sport related events such as sponsorship and fundraising events, celebrations and annual meetings but do not socialise with Children outside sporting functions; and
  - do not socialise with Children via social media.
- **sexual boundaries eg**
  - do not have sexual relationships with Children you are coaching; and
  - do not touch Children in ways likely to make them feel uncomfortable

Generally, physical contact with Children should be to:

- develop sport skill;
- treat an injury;
- prevent or respond to an injury; or
- otherwise meet the specific requirements of the sport

All physical contact should fulfil the following criteria:

- physical contact should be appropriate for the development of a sport skill/s;
- permission from the Child or parent/guardian should always be sought; and
- children should be congratulated or comforted in public not in an isolated setting.

To protect yourself and Children from risk:

- do not isolate yourself and a Child and avoid being alone with a particular Child;
- if a Child approaches you and wants to talk to you privately about a matter, do so in an open area and in sight of other adults (e.g. other coaches, officials or parents/guardians); and
- before going into change rooms knock or announce that you will be coming in. Try to have at least one adult with you in a change room with Children.

All Relevant Persons over 18 years of age have an overriding responsibility for the safety and welfare of any Child they accompany during team travel activities.

## 5. Expectations of parents/guardians

A Child is not permitted to travel on an away trip with Bayside HC that involves one or more nights away unless that Child is accompanied by a parent or guardian.

Parents/guardians are responsible for dropping off and picking up their Child on time, and must, if required, make suitable other arrangements. Parents/guardians must not drop off a Child if there is no one yet at the relevant venue and must ensure that it is at the correct venue before leaving a Child.

Parents/guardians must inform the coach about any changes in arrangements for picking up a Child and must ensure that full and up to date contact information is provided to Bayside HC and made available in TeamStuff, as this is critical in an emergency.

## 6. Junior to senior development program – J2S

Bayside HC run a unique program overseen by the Head Club Coach/Director of Development, to assist our Junior members in their transition to senior hockey.

The program enables Bayside HC to identify Juniors who have the potential and desire to continue their hockey journey to a higher level, and to mentor and support those Juniors in their transition to senior hockey. Senior players, under the direction of the Head Club Coach/Director of Development, guide and support these Juniors in their exciting hockey journey as they develop and grow with Bayside HC.

## 7. Bayside HC core values

This Policy supports Bayside HC's culture of openness, trust and integrity and complements, and reflects, Bayside HC's core values. These core values are an important part of the Bayside HC culture, and shape everything we do. Bayside HC expects all Relevant Persons to abide by these values.

The Bayside HC core values are:

### Integrity

- Be open, honest and transparent in all dealings;
- use powers responsibly;
- proactively manage any conduct issues; and
- avoid bias, favoritism or self-interest.



# BAYSIDEHOCKEYCLUB

## Respect

- Treat others fairly and objectively;
- promote diversity and inclusiveness;
- proactively manage any instance of discrimination, harassment or bullying;
- consider the views of others; and
- respect opposition in all grades of the competition.

## Teamwork

- Believe that the whole is greater than the sum of its parts;
- rally around unified goals; and
- provide effective communication channels.

## Community

- Be an active contributor and represent the local community; and
- proactively search for ways to support our internal (club) & external (non-club) community.

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## Procedure for handling allegations of Child abuse

**If you believe a Child is in immediate danger or a life-threatening situation, contact the Police immediately on 000.**

You can make a report about a Child at risk of harm to the Victorian Child Protection Service on 131 278. This is a toll-free number operating 24 hours a day, 7 days a week.

Fact sheets and further information on reporting allegations of Child abuse in different states and territories are available at [www.playbytherules.net.au](http://www.playbytherules.net.au).

Bayside HC will treat any allegation of Child abuse or harm promptly, seriously and with a high degree of sensitivity. Bayside HC has appointed its Club Vice President (currently Stuart Campbell) as its Child Safety contact with the specific responsibility for responding to any complaints made by Member, volunteers, parents, Children or others. The Club Vice President can be contacted by email on [vicepresident@baysidehockey.com.au](mailto:vicepresident@baysidehockey.com.au) or [childsafety@baysidehockey.com.au](mailto:childsafety@baysidehockey.com.au) or by phone on ph. 0428 484 515.

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## Breach

Bayside HC may take disciplinary action against any Relevant Person if it breaches this Policy.

### Action may include:

- a verbal warning;
- suspension from training or games;
- removal from position (eg as coach); or
- suspension or termination of Bayside HC membership.



## Questions

If you have any questions, concerns, or issue relating to the content of this Policy contact the Bayside HC Secretary on [secretary@baysidehockey.com.au](mailto:secretary@baysidehockey.com.au).

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