

Child Safe Sport Commitment

Purpose

Ultimate Victoria (UV) is the state body for flying disc sports in Victoria. Our sport involves children and young people (CYP) between the ages of 5 and 18 years. Our sport operates across Victoria and engages CYP through a number of our programs including:

- Victorian State Representative Team Program
- School Gala Days
- Local leagues and tournaments
- Programs including Girls Love Ultimate and VicFlick
- Coaching sessions

We take seriously our responsibility to deliver a sporting environment that is caring, nurturing and safe.

We promote equity and respect diversity by:

- actively anticipating CYP's diverse circumstances and responding effectively to those with additional vulnerabilities
- by giving all CYP access to information, support and complaints processes, and
- paying attention to the needs of Aboriginal and Torres Strait Islander CYP, CYP with disabilities and CYP from culturally and linguistically diverse backgrounds.

The UV Board approves and endorses UV's commitment to keeping CYP free from abuse and neglect.

It is the responsibility of all at UV, including board members, staff and volunteers, to:

- protect CYP from all forms of abuse, bullying and exploitation by our people;
- be alert to incidents of child abuse and neglect occurring outside of our sport that may have an impact on the CYP we interact with; and
- create and maintain a child-safe culture that is understood, endorsed and put into action by all individuals who work for UV, volunteer for UV endorsed events and programs and those who access our programs and services.

We expect all within our sport, regardless of their role or level of responsibility, to act to keep CYP safe from such harm by:

- adopting the practices and behaviour we have set as our standard when carrying out their roles
- reporting any abuse or neglect of which they become aware to our management and/or to external authorities responsible for child protection or to police, regardless of whether that abuse is being perpetrated by staff and volunteers within our sport, or by those outside our sport including those from the child's family, extended family, their family's extended network or strangers.

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Responsibilities

The UV Board is responsible for the development and endorsement of the UV Child Safe Sport Commitment. It delegates the implementation of the policy to the UV President. The role of each entity in relation to the development and compliance of the UV Child Safe Sport Commitment is detailed in the table below.

UV Board

- Promote the commitment to this policy and its expectations.
- Support policy review on an annual cycle as a minimum or as required by legislation, regulations, or organisational learnings that promote a change to the policy and all relevant procedural guidelines.
- Ensure compliance to the policy via an inbuilt review mechanism.
- Ensure adequate resources are allocated to allow for the development and effective implementation of this policy.
- Develop opportunities for regular discussion at all levels to support a culture of openness and continued improvement and accountability to child protection and member welfare.
- Advocate and promote child rights, empowering and engaging CYP and young people in support of this policy and its expectations.

UV President

- Ensure all staff and volunteers understand their obligations in accordance with the Child Safe Sport Commitment and any relevant policy and procedural documentation. This includes induction, a minimum of one (1) compulsory training session, and regular discussion and guidance at supervision and team meetings.
- Ensure the suite of child safe policies is implemented and adhered to amongst relevant member stakeholders.
- Ensure the development and implementation of required internal policy/work procedures and guidelines are in place to support child protection practice in accordance with the expectations of the Child Safe Sport Commitment.
- Ensure adequate resources are allocated to allow effective implementation of the suite of child safe policies.
- Ensure to support staff and volunteers in a joint way with a decision to initiate any form of action to protect a child from abuse, neglect, grooming or exploitation.
- Ensure appropriate supports, such as counselling and formal debriefing, are provided for any staff and volunteers involved in a matter relating to responding to a concern for the safety and wellbeing of a child or young person.
- Advocate and promote child rights, empowering and engaging CYP in support of this Statement.
- Proactively share resources and experience in the development of child safe initiatives as they are identified.
- Develop opportunities for regular discussion at all levels to support a culture of continuous improvement and accountability of child protection and member welfare.
- Ensure that our staff and volunteers are aware of the appropriate recruitment, screening and employment practice in relation to individuals with specific roles in working, coaching or volunteering with CYP and families.

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UV staff and volunteers

- Maintain a full understanding of the commitments and expectations of this policy, as well as all other policy relevant child safety.
- To undertake any induction and training anticipated in this policy, in relation to policy and procedures relevant to keeping CYP safe.
- To seek guidance from a supervisor or manager if there is ever any lack of understanding in relation to the commitments and expectations as set out in this policy.
- To take action to protect CYP from all forms of abuse, bullying and exploitation.
- To assist in creating and maintaining a child safe culture and a culture of inclusion and safety

Our Commitment

UV is committed to ensuring the safety and wellbeing of all CYP who are involved in our sport. Our policies and procedures seek to address risks to child safety and to establish child safe culture and practices.

Our suite of child safe policies is:

- accessible in forms that are easy to understand; informed by stakeholder consultation; and
- communicated to CYP, young people and their families, our staff and volunteers and the general public.

We regularly review our policies, gain endorsement of changes and advise our staff and volunteers of changes.

We are committed to keeping CYP & young people safe

Through this document, we state our clear commitment to keeping CYP safe from abuse and neglect. We communicate our commitment to all our staff and volunteers and give them access to a copy of our commitment statement.

Our staff and volunteers know the behaviour we expect

We ensure that each person involved in our delivery of services to CYP understands their role and the behaviour we expect in relation to keeping CYP safe from abuse and neglect through application of the Code of Conduct. We have a Code of Conduct, which is approved and endorsed from the highest levels of our organisation that outlines our expectations for behaviour towards CYP. Our staff and volunteers are given a copy of and have access to the Code of Conduct. Our staff and volunteers indicate, in writing, that they have read and are committed to the Code of Conduct.

We minimise the likelihood of recruiting a person who is unsuitable

We have appropriate measures in place to minimise the likelihood that we will recruit staff or volunteers who are unsuitable to work or volunteer with CYP or young people.

We have recruitment procedures that ensure:

- our child safe commitment is communicated to potential applicants for positions
- face-to-face interviews are held which includes child safety related questions
- two professional reference checks are undertaken
- screening checks are undertaken.

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Induction and training is part of our commitment

We provide all new staff and volunteers with information during their induction about our commitment to keep CYP safe including our policy, Code of Conduct and child abuse reporting policy. We have a process for ensuring all staff and volunteers complete child safe training. We support ongoing education and training for our staff and volunteers to ensure child safe information is provided in an ongoing way.

We ensure that our staff and volunteers have up to date information relevant to specific legislation applying in the state or territory they are based in or where they may travel to as a part of their duties.

As a Victorian organisation we expect that staff and volunteers uphold Victorian Child Safety Standards regardless of which state they are travelling to as part of their duties.

We encourage the involvement of CYP and their parents

We involve and communicate with CYP and their families in developing a safe, inclusive and supportive environment.

We provide information to CYP and their carers about:

- our commitment to keeping CYP safe and communicating their rights
- the behaviour we expect of our staff and volunteers and of themselves
- our policy for responding to child abuse

We will seek and respond to feedback. We respect diversity and seek to facilitate effective two-way communication and involvement with CYP and their families.

Our staff and volunteers understand their responsibility for reporting child abuse

Our policy for responding to child abuse is approved and endorsed from the UV Board, and applies to all our staff and volunteers.

The policy states that:

- staff and volunteers must immediately report abuse or neglect and any concerns with policies, practices or the behaviour of staff and volunteers
- staff and volunteers must meet any legislated mandatory or other jurisdictional reporting requirements
- staff and volunteers must follow a specified process when reporting abuse or neglect including who will receive reports
- failure to report is serious misconduct

Our staff and volunteers are given a copy of and have access to the policy and understand the implications of the policy for their role. We document any allegation, disclosure or concern regarding child abuse and monitor responses to all allegations, disclosures or concerns.

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We maintain and improve our policies and practices

We are committed to maintaining and improving our policies, procedures and practices to keep CYP safe from neglect and abuse. We have assigned responsibility for maintaining and improving our policies and procedures to the UV Board.

We monitor our staff and volunteers and external providers to ensure appropriate practice and behaviour, and that policies are followed. We communicate with our staff and volunteers to ensure that they understand our policies and that the policies are effective in the workplace. We require our staff and volunteers to disclose convictions or charges affecting their suitability to work with CYP and we review Working with Children Checks periodically.

We have formally reviewed our service delivery to identify and document potential risks to CYP or young people. We undertake formal reviews, at least annually, to identify and document potential risks to CYP or young people that are associated with our service delivery. We have a procedure to undertake annual reviews as part of our ongoing compliance with child safe requirements.

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