

Child Protection Intervention Policy

The issue of child abuse is a complex problem that has an impact on all areas of society, including participation in sport and recreation activities.

The Wood Royal Commission into the NSW Police Service, led to increased community awareness of the significant number of child sexual assaults and incidents of abuse which occur. It also highlighted the need for the development and implementation of strategies to protect children from abusive situations.

Protecting children from abuse is a responsibility that we must all undertake. Through the implementation of strategies that assist in preventing child abuse from occurring, has taken a proactive role in relation to child protection and intervention. These strategies will help to foster a safe and positive environment for children and young people to participate in physical activities.

In addition, development of Child Protection and Intervention Policy and Guidelines provides the Organisation with an excellent risk management tool for developing prevention strategies and for the effective management of child abuse issues within sport.

Information contained in this document will create a framework and provide direction for staff, officials, coaches, volunteers, members and parents of children and young people involved in, and affiliated regional and local clubs. It will help deliver a consistent approach to child abuse prevention at all levels of the sport and recreation industry.

Policy

Sailability NSW is committed to ensuring that the safety, welfare and wellbeing of children are maintained at all times during their participation in activities run by Sailability NSW and its branches. Sailability NSW aims to promote a safe environment for all children and to assist all staff, officials, coaches, members and volunteers to recognise child abuse and neglect and follow the appropriate notification procedures when reporting alleged abuse.

The focus of the policy and guidelines is the prevention of child abuse in the sporting environment.

This policy and guidelines promote the care and protection of children participating in and provide information and direction for employees, official, coaches, volunteers and members of the organisation.

This policy and guidelines will assist Sailability NSW in establishing coordinated strategies for dealing with the problem of child abuse and neglect in a responsible, effective and consistent manner.

Through the development of this policy Sailability NSW objectives are to:

1. provide information to assist staff and volunteers in dealing with all forms of child abuse.
2. provide comprehensive guidelines relating to risk minimisation and reporting/ notification procedures.

3. provide direction to all staff and volunteers regarding their legal responsibilities under child protection legislation.
4. promote and adopt Sailability NSW principles for child protection and intervention amongst staff, volunteers, coaches, members and parents of children participating in the organisation's programs and competitions.

The Child Protection Intervention Policy of Sailability NSW are applicable to all management and staff (paid, voluntary, permanent or casual) of Sailability NSW, and its affiliated regional/ local branches.

In order to implement the child protection legislation Sailability NSW will undertake to:

1. implement strategies and procedures that focus on the best interests of children and meet the requirements of child protection legislation.
2. promote a safe and supportive environment for all children and young people participating in activities which come under the umbrella of Sailability NSW.
3. increase awareness and emphasise the importance of child protection issues in a sporting environment to all those involved with the activities of Sailability NSW. This includes administrators, coaches, officials, athletes, parents and their children.
4. ensure that all staff of Sailability NSW are aware of their responsibilities arising from recent child protection legislation, in particular, the requirement under the Child Protection (Prohibited Employment) Act 1998, to inform their employers if they have been convicted of a serious sex offence.

Administrators, coaches, officials, members and volunteers often have a high level of contact with children in the sporting environment and play a major part in the successful operation of sporting activities.

Coaches and officials are often seen as role models. They have significant influence on the children they come into contact with and therefore have significant responsibilities. Sailability NSW expects that all administrators, coaches and officials whether paid or unpaid, who participate in organised sport under the banner of this Organisation will commit to implementing risk management strategies developed by Sailability NSW for child protection and intervention.

Sailability NSW Child Protection and Intervention Policy and Guidelines will be reviewed annually and updated in line with any legislative changes that have significant impact on the manner in which child protection and intervention issues are to be dealt with.

Signed _____
President, Sailability NSW

Policy Adopted on _____

WORKING WITH CHILDREN BACKGROUND CHECK CONSENT FORM

This form is to be completed by persons whose names are to be submitted for background checking as part of the Working With Children Check. All fields must be completed. Please use block letters.

No background check can be completed on a person without this consent being provided.

Employers are required to sight applicant's original identifying documents.

Family Name (block letters) _____

Given Name(s) _____

Previous Name(s)/Alias(es) _____

Date of Birth _____ Gender Male Female

Place of Birth (City, State, Country) _____

Identifying document type (eg. Driver's licence/passport) _____

Identifying document number _____

Address _____

Suburb/Town _____ State _____ Postcode _____

Contact Telephone number _____ Contact email _____

Title of Position applied for _____

Type of position (Please tick)

Paid employee

Volunteer

I certify that the above information is accurate and understand that if I have provided false or misleading information it may result in a decision not to employ me, or, if already employed, may lead to my dismissal.

I am aware that if considered for child-related employment, several checks will be undertaken to ascertain my suitability, including:

1. a national criminal record check for charges and/or convictions (including spent convictions) for:
 - any sexual offence (including but not limited to, sexual assault, acts of indecency, child pornography, child prostitution and carnal knowledge);
 - any child-related personal violence offence;

- any assault, ill treatment or neglect of, or psychological harm to a child and any registrable offence; punishable by imprisonment for 12 months or more.

I understand that this check includes convictions or charges that:

- may have not been heard or finalised by a court; or
 - are proven but have not led to a conviction; or
 - have been dismissed, withdrawn or discharged by a court.
2. a check for relevant Apprehended Violence Orders taken out by a police officer or other public official for the protection of a child/ren; and
 3. a check for relevant employment proceedings involving an act of violence committed in the course of employment and in the presence of children or reportable conduct. Reportable conduct means any sexual offence, or sexual misconduct committed against, with or in the presence of a child (including a child pornography offence), any child-related personal violence offence, or any assault, ill treatment or neglect of a child, or any behaviour that causes psychological harm to a child.

I understand that a conviction for a serious sex offence (including, but not limited to, sexual assault, acts of indecency, child pornography, child prostitution and carnal knowledge) or child-related personal violence offence (including but not limited to, intentionally wounding or causing grievous bodily harm to a child) will automatically prohibit me from child-related employment. This includes a charge that is proven in court but does not proceed to a conviction. I am aware that if I am a “Registrable Person” under the *Child Protection (Registrable Offenders) Act, 2000*, I am prohibited from child-related employment.

I consent to these checks being conducted and am aware that if any relevant record is identified, additional information relating to that record may be sought by an Approved Screening Agency from sources such as courts, police, prosecutors and past employers to enable a full and informed estimate of risk.

I acknowledge that:

- the above information and any information obtained during the Working With Children background check may be collected and used by/or disclosed to the Commission for Children and Young People or any Approved Screening Agency for the purposes of the Working With Children Check;
- the Commission for Children and Young People or any Approved Screening Agency may share the information obtained during the Working With Children background check with each other to support further estimates of risk arising from additional Working With Children background checks;
- the outcome of an estimate of risk conducted with information obtained through the Working with Children Check by the Approved Screening Agency may be provided to my current or prospective employers or an employer-related body (where applicable) only for background checking purposes;
- details of my relevant records will not be released to my current or prospective employers;

- any information obtained as part of this process may be used by Australian Police Services for law enforcement purposes, including the investigation of any outstanding criminal offences; and
- the information provided may be referred to the Commission for Children and Young People and/or to NSW Police for law enforcement purposes and for monitoring and auditing compliance with the procedures and standards for the Working With Children Check in accordance with Section 36 (1) (f) of the *Commission for Children and Young People Act 1998*.

Name: _____

Signature: _____ Date: _____

Note: This form is to be kept by the employer.