



Victorian Speedway Council Inc

CHILD SAFE POLICY

VSC Inc. Child Safe Policy.

Approved by: VSC Inc. Committee – 1st September 2017

Date for review: July 2019

Purpose:

This policy was written to demonstrate the strong commitment of the management and volunteers of the Victorian Speedway Council to child safety and to provide an outline of the policies and practices the club has developed to keep everyone safe from harm, including abuse.

Commitment to Child Safety:

All children who are part of the Incorporated Association have a right to feel and be safe. The welfare of the children in our care will always be our first priority and the Incorporated Association has a zero tolerance to child abuse. The Incorporated Association aims to create a child safe and child friendly environment where children feel safe and have fun and the Incorporated Association activities are always carried out in the best interests of the children.

Application of this Policy:

This policy was developed by the Incorporated Association and in collaboration with the committee, volunteers and the children who race with us and their parents.

This policy applies to all individuals involved in our organisation (paid and volunteers) including, but not limited to:

- Administrators
- Officials

- Participants
- Parents
- Spectators

All of the people to which this policy applies have a role and responsibility to child protection. They must all:

- Understand the indicators and risks of child abuse
- Appropriately act on any concerns raised by children; and
- Understand and follow all applicable laws in relation to the protection of children and report or management of child safety concerns.

Child Abuse:

Child abuse can take a broad range of forms including physical abuse, sexual abuse, emotional or psychological abuse and neglect. People to whom this policy applies need to be aware that child abuse can occur whenever there is actual or potential harm to a child, and these are circumstances that the club is committed to reducing the risk of occurrence.

Children's Rights to Safety and Participation:

The Incorporated Association encourages children to express their views about safety. We listen to their suggestions, especially on matters that directly affect them. We actively encourage all children who are part of our Incorporated Association to 'have a say' about things that are important to them.

We teach children about what they can do if they feel unsafe. We listen to and act on any concerns children, or their parents raise with us.

We value diversity and do not tolerate any discriminatory practices. To achieve this, we:

- Promote the cultural safety, participation and empowerment of Aboriginal children and their families;
- Promote the cultural safety, participation and empowerment of children from culturally and/or linguistically diverse backgrounds and their families;
- Welcome children with a disability and their families and act to promote their participation.

Recruiting staff and volunteers:

The Incorporated Association takes the following steps to ensure best practice standards in the recruitment and screening of staff and volunteers:

- Working with Children checks for all relevant positions
- Conducting a brief interview with all new volunteers
- Our commitment to Child Safety to be well advertised.

Supporting staff and volunteers:

The Incorporated Association seeks to attract and retain the best staff and volunteers. We provide support and supervision so people feel valued, respected and fairly treated. We have developed a Code of Conduct to provide guidance to our staff and volunteers – all of whom receive training on the requirements of the Code.

Reporting a child safety concern or complaint:

The Incorporated Association has appointed Child Safety Persons with the specific responsibility for responding to any complaints made by staff, volunteers, parents or children. They are Amanda Burrows, Aaron Meakins, Lynne Jones & Julie Taylor and can be contacted on the numbers below:

1. Amanda Burrows – 0408 076 965
2. Aaron Meakins – 0408 539 694
3. Lynne Jones – 03 5427 0459
4. Julie Taylor – 0410 396 882

Our Child Safe Complaints process is:

Contact one of the above Child Safety Persons immediately. The Child Safety Person will write up a statement and arrange a meeting with the remaining Child Safety Persons to rectify the situation. You will be notified by telephone and in writing of the outcome.

Risk Management:

We recognise the importance of a risk management approach to minimise the potential for child abuse or harm to occur, and use this to inform our policy, procedures and active planning. In addition to general occupation health and safety risks, we proactively manage risks of abuse to our children. To reduce the risk of child abuse occurring, adults

to whom this policy applies should avoid direct unsupervised contact with children. For example, this should be a consideration when:

- Using change room facilities
- Travel
- Physical contact when assisting or managing children
- Using accommodation or overnight stays.
- Language

Reviewing this policy:

This policy shall be reviewed every two years and we undertake to seek views, comments and suggestions from children, parents, carers, staff and volunteers in the club. This policy review schedule may be changed subject to changes regarding the Child Safe Standards from the Victorian State Government.



Victorian Speedway Council Inc

CHILD SAFE CODE OF CONDUCT

Victorian Speedway Council Inc. Child Safe Code of Conduct

Approved by: VSC Inc. Committee – 1st September 2017

Date for review: July 2019

This Code of Conduct outlines appropriate standards of behaviour by adults towards children.

This Code of Conduct aims to protect children and reduce any opportunities for abuse or harm to occur. It also helps staff and volunteers by providing them with guidance on how to best support children and how to avoid or better manage difficult situations.

This Code of Conduct applies to all people involved in the Victorian Speedway Council Inc.'s activities, including coaches, officials, volunteers and parents.

All Victorian Speedway Council Inc.'s staff and volunteers are responsible for promoting the safety and wellbeing of children and young people by:

- Adhering to our Child Safe Policy, this Code of Conduct and any other Victorian Speedway Council Inc.'s policies;
- Taking all reasonable steps to protect children from abuse;
- Treating everyone with respect, including listening to and valuing their ideas and opinions;
- Welcoming all children and their families and carers and being inclusive;

- Respecting cultural, religious and political differences and acting in a culturally sensitive way, particularly when interacting with children who are Aboriginal or otherwise culturally or linguistically diverse and those with a disability;
- Modelling appropriate behaviour;
- Listening to children and responding to them appropriately;
- Reporting and acting on any breaches of this Code of Conduct, complaints or concerns appropriately and treat them seriously and with respect;
- Complying with our guidelines on physical contact with children;
- Working with children in an open and transparent way – other adults should always know about the work you are doing with children; and
- Respecting the privacy of children and their families, and only disclosing information to people who have a need to know.

Victorian Speedway Council Inc. staff and volunteers **MUST NOT:**

- Seek to use children in any way to meet the needs of adults;
- Ignore or disregard any concerns, suspicions or disclosures of child abuse;
- Use prejudice, oppressive behaviour or language with children;
- Engage in rough physical games;
- Discriminate on the basis of age, gender, race, culture, vulnerability or sexuality;
- Initiate unnecessary physical contact with children or do things of a personal nature that children can do for themselves, such as toileting or changing clothes;
- Develop 'special' relationships with specific children or show favouritism through the provision of gifts or inappropriate attention;
- Exchange personal contact details such as telephone numbers, social networking sites or email addresses with children; and
- Have unauthorised contact with children and young people online or by telephone.

By observing these standards, you acknowledge your responsibility to immediately report any breach of this Code to the Victorian Speedway Council Inc. secretary, Amanda Burrows on 0408 076 965.

This Code of Conduct will be reviewed by Victorian Speedway Council Inc. bi-annually.

I have read this Code of Conduct and agree to abide by it at all times.

(Print name)

(Signature)

(Role)

(Date)