

Child Safe Standards

Sports Club
Development
Forum
June 2023



Bayside City Council proudly acknowledges the Bunurong People of the Kulin Nation as the Traditional Owners and Custodians of this land, and we pay our respects to their Elders, past, present and emerging.

The topic of child abuse affects people in different ways. Support is available to you through support services or someone you know who is affected by the topic to reach out to for confidential assistance and support.

Lifeline (24 hours) Phone: 131 114

Kids Helpline 1800 551 800

Commission for Children and Young People 03 8601 5884

National Redress Scheme 1800 737 377

SAMSN (Survivors & Mates Support Network) 1800 472 676



Role

How does Child Safety apply to our roles in a sporting club?

We all have a role to play- no matter if you work with children directly or not

Beyond your front door -

Safeguarding children and young people is everyone's responsibility

Building a safety network for our children and young people

Sporting clubs / sporting activities can provide this safety network

We all encounter children and young people in many different ways.

The introduction of the Child Safe Standards aims to:

- **Promote the safety of children and young people;**
- **Prevent child abuse;**
- **Ensure effective processes are in place to respond to and report all allegations of child abuse; and**
- **Encourage children to ‘have a say’, especially on issues that are important to them or about decisions that affect their lives.**



Bayside City Council's commitment

- **Bayside is proud to be a child safe organisation**
- **Bayside City Council has zero-tolerance towards abuse and neglect of children and young people. We are committed to the rights of all children and young people to feel safe and be safe when participating in our organisation's activities, services and programs.**
- **Our commitment to child safety is supported by all levels of the organisation including Councillors, CEO, Executive Team, people leaders, staff, volunteers, agency staff and contractors**

In Victoria there are 11 Child Safe Standards – new ones apply from 1 July 2022

The 11 Standards are compulsory for all organisations providing services to children

This includes schools and education settings, religious institutions, local government, sporting and recreation clubs – any group or organization that provides services or activities to children and young people

They aim to drive cultural change in organisations so that protecting children from abuse is embedded in the everyday thinking and practice of leaders, staff and volunteers.

Why Child Safe Standards - Timeline

2012 - Royal Commission into Institutional Responses to Child Sexual Abuse

Victorian Parliament: Betrayal of Trust: *Inquiry into the Handling of Child Abuse by Religious and Other Non-Government Organisations* (Betrayal of Trust Inquiry)



2016 - Child Safe Organisation elements released by Royal Commission

10 National Principles for Child Safe Organisations



2017- The Victorian Government then introduces Child Safe Standards (the Standards) through the *Child Wellbeing and Safety Act 2005*. Reportable Conduct Scheme introduced

***Royal Commission* Final Report was released**



2022- – New Child Safe Standards apply in Victoria. 11 new Child Safe Standards



2023 – Stronger regulatory powers for the Commission for Children and Young People and other regulatory authorities

How we apply the standards in an organisation

- **Involving families and communities in organisations' efforts to keep children and young people safe**
- **A greater focus on safety for Aboriginal children and young people**
- **Managing the risk of child abuse in physical and online environments.**

Source: Commission of Children and Young People <https://ccyp.vic.gov.au/>

Victoria's Child Safe Standards

All organisations that work with children and young people are required to meet Child Safe Standards



COMMISSION FOR CHILDREN
AND YOUNG PEOPLE

For more information about the Child Safe Standards and how to meet them, go to our website or connect with us.

Victorian Child Safe Standards

Victoria's Child Safe Standards

Plain language summary

1

Your organisation welcomes Aboriginal children. You support them to express their culture and to enjoy their rights. You don't allow racism.



2

Child safety is important to everyone at all levels in your organisation. You document how you find, avoid, and stop risks of child abuse or harm.



3

Your organisation supports children to know their rights to be safe from abuse, informed, and involved. You help them to talk openly and take part in decisions that affect them.



4

Your organisation tells families and the community about what you do, and how you keep children safe from harm and abuse. You help families to have a say and to take part in decisions that affect their child.



5

Your organisation understands that every child is different and has different needs. You make sure that they can get the information and help that they need.



6

Staff know what they must do to keep children safe from abuse and harm. They record, report, and share information about child safety when they should. Staff who work with children have had the background checks they need.



7

Children and their families know how to make a complaint and what happens when a complaint is made. Your staff know how to respond properly to complaints.



8

Your organisation trains and supports staff to keep children safe from abuse and harm. Your staff know the signs of child abuse and harm and what to do if there are issues of abuse and harm.



9

Your organisation makes sure children are safe when they use your services, settings, and activities. This includes when children are online.



10

Your organisation checks and improves the ways you keep children safe from abuse and harm.



11

Your organisation has written policies about how you keep children safe from abuse and harm. They are easy to understand, and all staff follow them.



For more information, contact the Commission for Children and Young People
www.ccyp.vic.gov.au



Reportable conduct

All Victorian Local Governments **who provide services to children and young people** are in scope of the scheme **and are obligated to report under the scheme.**

What is The Scheme:

Requires **organisations to respond to allegations of child abuse** made against their workers and volunteers, either within work or outside of work, and to notify the **Commission for Children and Young People (CCYP)** of any allegations.

Link: Reportable Conduct Scheme - <https://ccyp.vic.gov.au/reportable-conduct-scheme/>

Our Reporting Obligations

Duty of Care - all staff members or volunteers have a duty of care to protect children and young people in their care regardless of whether a report is required by law.

Criminal offences –

Failure to Disclose

Failure to Protect

Grooming Act

Child and Safety Wellbeing Act 2005

Child Wellbeing and Safety (Child Safe Standards Compliance and Enforcement) Amendment Act 2021

Worker Screening Act 2020

- **Child Wellbeing and Safety Act 2005 (Vic) (including Child Safe Standards)**
 - **Children, Youth and Families Act 2005 (Vic) (including reporting to Child Protection)**
-

To fulfil their duty of care, they must take reasonable steps to protect children and young people from risks of reasonably foreseeable harm. This means they are required to take positive action.

What does a Child Safe Contact Officer do?

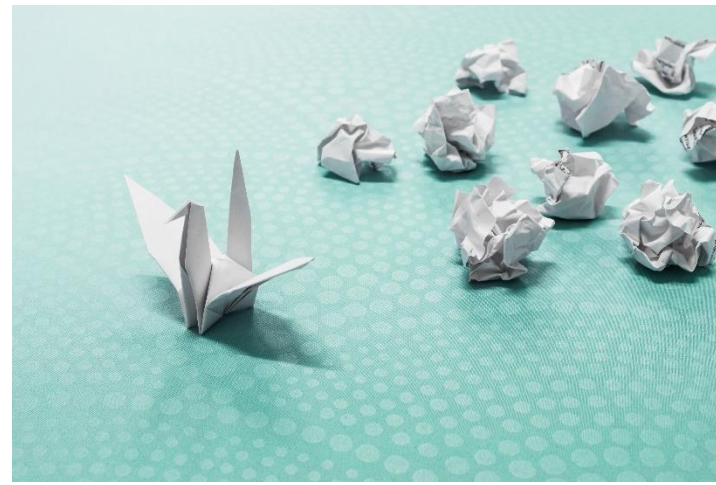
- **At Bayside City Council, we have Child Safe Contact Officers who can help with child safety issues and assist you to make a report**
- **We currently have fourteen (and a few more!) Child Safe Contact Officers**
- **Support you in taking a report for child safety incidents and concerns**
- **Will support and guide you in terms of discussing reasonable belief, documentation needed and determining the reporting authority**
- **Have undertaken training recently and will do more!**
- **Web form for reporting Child Safe Incidents coming soon**
- **For Open Space and Recreation we have a dedicated Child Safe Contact Officer 😊 to assist with Child Safe Incidents**

How to contact a Bayside CSCO

- **Contact childsafe@bayside.vic.gov.au**
- **or Call Customer Service 9599 4444**
- **Ask to be put through to a Child Safe Contact Officer**



Putting into practice



- ✓ **Committee and leadership have good understanding of child safe practices, safeguarding, risk processes and reporting obligations – builds a culture from leaders to staff and volunteers – *top down, bottom up approach***
- ✓ **Good governance – policy and processes in place –Child Safety Policy and Code of Conduct**
- ✓ **Recruitment practices are in place for committee members, including coaching staff and any other members working with children**
- ✓ **Providing an inclusive, culturally safe and *welcoming* environment for all children and young people and families**
- ✓ **Culturally inclusive of Aboriginal Torres Strait Islanders, Culturally, Linguistic and Diverse backgrounds, with disabilities, of LGBTIQ+ and vulnerable and at risk groups**

These practice steps given do not suggest or guarantee compliance – please always check with your overseeing association, peak body, regulatory authority

Putting into practice

- **Encourage and provide opportunities for children and young people to participate and take their suggestions and concerns seriously**
- **Support children and young people to make complaints – *easy to access, understand complaints process***
- **Conduct risk assessments that consider the risks to children and young people in both the physical and online environment.**
- **Ensure you know how to recognise the signs of harm or child abuse and how to report any concerns – good reporting mechanisms in place**
- *These practice steps given do not suggest or guarantee compliance – please always check with your overseeing association, peak body, regulatory authority*



Putting into practice

- **Recruitment processes need to ensure that only those who are suitable, work with children and young people – have an induction pack for new staff with child safe standards inclusion.**
- **Ensure your staff and volunteers receive ongoing training and include child safety and wellbeing practices – train everyone on committee, paid staff, volunteers**
- **Regularly review your child safety practices and make improvements.**
- **Ensure children and young people are informed of their rights, including their right to safety, information and participation**
- **Educate and inform children and their families, members about your safeguarding processes and procedures**
- **Engage with families and ensure they participate in decisions affecting their child, including policies and practices**
- **Ensure supervision and people management practices are focused on child safety & wellbeing.**



What should we be doing now?

Do you have a Child Safe Officer at your club?



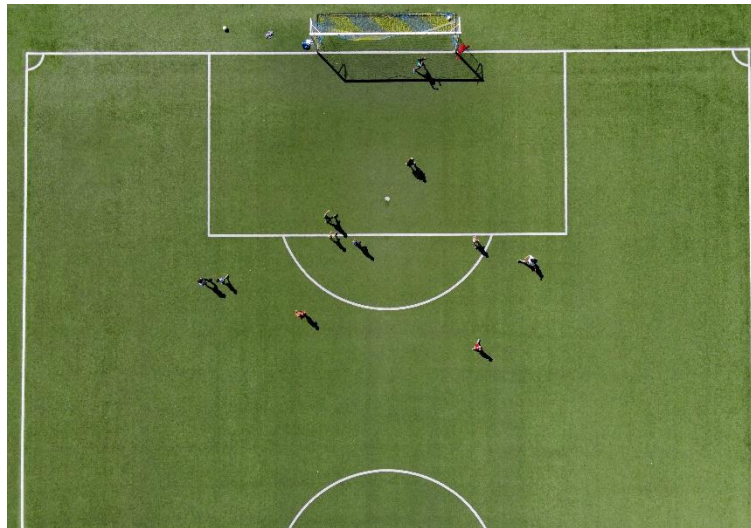
Do you have a Child Safe working group or committee set up to help put the Standards in place



Have you undertaken a gaps/analysis – audit of what needs to go into your Action Plan



Have you got a commitment for child safety – is it public/visible?



Checklist

- **Do a quick overview/audit - like a checklist, see where your organisation / club is at**
- **Do you have a Child Safe Policy and Child Safe Code of Conduct in place at your club? Is it shared with your sporting club community – accessible?**
- **Recruitment processes – included and up to date position descriptions for each role?**
- **Training for child safeguarding is available and given to all members of your committee**
- **Get an Action Plan ready – assists to review what you have, gaps, what is needed, documents your standard – Action Plan templates available**
- **Review Action Plan as needed**
- **Risk assessment and management plan – helps you to identify risks, plan how to mitigate them and inform your child safe practices**
- **Partner with similar organisations to yours to share resources and/or develop them together**
- **Check with your peak body sporting club association for resources**
- **Good resources for templates for reviews/action plans at**
 - **Vic Sport <https://vicsport.com.au/child-safe-sport>**
 - **CCYP – Action Plan sample and Risk Management Plans**



CONSIDERATIONS FOR SAFEGUARDING

What you can do now in your work with safeguarding

- ✓ **Consider any risks when working children and young people attend, use of shared facilities/ change room spaces**
- ✓ **Including online spaces – communications with families at your club/ communication with young people**
- ✓ **Make sure you report any risks and/or take action to remove/reduce risks where appropriate**
- ✓ **Include public commitment to safeguarding as much as possible – really effective in being transparent to your sporting club and community that you are serious about child safeguarding**
- ✓ **Cultural safety, gender equality and diversity is upheld for our vulnerable groups**
- ✓ **For examples -read Council's Safeguarding [policies](#) and [Code of Conduct](#) and our [reporting](#) policies and procedures, they outline the expected behaviours, professional boundaries, acceptable and unacceptable relationships and ethical behaviour for both physical and online environment**



What is Safeguarding? Examples

- ✓ **Have your Child Safe Policy and Code of Conduct for Child Safety visible – on your website, shared with committee members and clubs**
- ✓ **Working with Children Checks register**
- ✓ **Inclusion of child safety in position descriptions**
- ✓ **Dedicated Child Safe Officer to support and guide others to implement child safe standards in their work – with support of Child Safe Working Group/Committee**
- **Including Acknowledgement of country at your events, meetings, welcoming environment for Aboriginal children and young people**
- ✓ **Involve children and young people in your club in co-design of your organisation's activities or programs – gain their ideas/perspective. Could be a uniform update or change to uniform that affects them.**
- ✓ **With permission of parent/guardian you could have a young advisory group consult them on ideas**
- ✓ **Seek feedback from your families through surveys, feedback areas on newsletters to ask what is important to them at the club – helps to build a culturally safe environment**
- ✓ **Communicate Child Safe resources and information to children and young people – how – posters if you have a dedicated venue, flyers, visibility or dedicated child safe resource area on website (mitigate online safety though)**
- ✓ **Flexible/supported access for financial constraints, payment plan options etc**



Examples continued



- ✓ **Celebrate and welcome diversity – opportunities to feature and educate your community on your organisation’s upholding of diversity, equity and inclusion – local community grants are available - speak with Bayside’s Inclusion Officer or our Bayside Community Grants Officer**
- ✓ **Photography and image consents are up to date? Online safety is considered when using club/organisation’s social media**
- ✓ **Children and young people know how to make a report relating to child safe incidents or wellbeing concerns and respond to these reports and concerns**
- ✓ **Ensure you review safeguarding processes and procedures regularly – put it on your agenda every meeting**
- ✓ **Working on offering education and building awareness to our staff in relation to the implementation of the 11 Child Safe Standards**
- ✓ *The Child Safe Standards are minimum actions to put in place*
- ✓ *The resources given do not suggest or guarantee compliance – please always check with your overseeing association, peak body, regulatory authority*

An example of one netball club's journey – a start

- ✓ **Set up Child Safe Working Group – attended webinars through Netball Victoria**
- ✓ **Established quick/audit for gaps review/analysis**
- ✓ **Set up Action Plan items, mark as we implement, amend as we need new items**
- ✓ **- Group established – visible access to child safe resources through website**
- ✓ **- Put together Induction Pack for new committee members every year –**
- ✓ **Code of Conduct, Child Safe Policy, training mandatory – Play by the Rules online self paced training**
- ✓ **Sign off of Code of Conduct and sighting of WWCC, numbers collected -register set up for**
- ✓ **WWCC numbers, training undertaken**
- ✓ **Uniform inclusion – reviewing current uniform to be gender inclusive**
- ✓ **Committee updated every meeting on child safe items / progress**
- ✓ **Working group meet as needed – must meet at the beginning and end of every season**
- ✓ **Risk assessment to take place**

- **Resources - [Netball Victoria](#), Vicsport [resources](#)**
- **Training – [Play by the Rules](#)**



Children and young peoples' engagement

Children and young people have the right to give their opinion, and for adults to listen and take it seriously

**Article 12: Convention of the Rights of the Child*

When children and young people are given a voice, an opportunity to contribute we increase children and youth engagement – this is great for volunteering in our local area!

They also feel validated and listened to.

When a young person feels listened to, that their voice matters, they also feel they can voice their concerns with someone they trust, particularly or if they feel unsafe (are unsafe)

This could be you in a particular scenario or someone else at Council if they know something is wrong.



Additional resources, further reading, questions!

Bayside City Council

Contact for Child Safety at Bayside Council – questions, additional resources contact

Child Safe Officer – Elena Ricciuti, T: 9599 4413 E: ericciuti@bayside.vic.gov.au

Child Safe Officer/Recreation & Events – David Nankervis T: 9599 4839 E: dnankervis@bayside.vic.gov.au

For Child Safe incidents and concerns at Bayside Council – relating to Bayside Council staff, volunteers or contractors

Immediate emergency or threat – call 000

Contact our Customer Service Team and asked to be put through to a Child Safe Contact Officer to make a report

Or email to childsaf@bayside.vic.gov.au

Commission for Children and Young People

Email: contact@ccyp.vic.gov.au

General enquiries: 1300 78 29 78

CCYP poster <https://ccyp.vic.gov.au/assets/resources/CSS-poster-web.pdf>

Child Safe Organisations - National Principles <https://childsaf.humanrights.gov.au/tools-resources/practical-tools>

Vicsport - <https://vicsport.com.au/child-safe-sport>

THANK YOU!