



## **Child Protection Policy**

### **Rationale**

**BBBA is committed to a child safe environment within the organization**

### **Policy**

#### **1. BBBA is a child safe environment**

**1.1** A variety of strategies are used to achieve a child safe environment which includes:

**1.1.2** Understanding different types of child abuse

**1.1.3** Identifying potential risks and dangers to children (eg going on camps) and managing risks

**1.1.4** Choosing staff and volunteers with care and diligence

**1.1.5** A Child Protection Officer is nominated, who people trust and can go to with concerns

**1.1.6** Ensuring all employees and volunteers working with children understand their ethical obligations to report suspected child abuse

**1.1.7** Ensuring all employees and volunteers working with children have a clear understanding of acceptable / unacceptable behaviour when working with children

**1.1.8** Codes of Conduct pertaining to employees and volunteers working with children refer to child safe practices and ensuring a child safe environment

**1.1.9** The importance of child safety is talked about in the organisation

#### **1.2 Ongoing Professional development is provided for all employees and volunteers working with children**

**1.2.1** New recruits are apprised of the commitment by BBBA to a child safe environment and are provided with appropriate policies and procedures

**1.2.2** Professional development opportunities are provided and taken up by all employees and volunteers working with children

**1.2.3** Records are kept of individual staff induction to child safety

#### **1.3 Reporting**

**1.3.1** Allegations of child abuse are reported to the nominated child protection officer or directly to the Department of Community Services.

**1.3.2** Allegations of child abuse are confidential and only reported as per 1.3.1

**1.3.3** Disclosures made by children which may be suspected as child abuse are taken seriously and reported as per 1.3.1

## **1.4 Review**

**1.4.1** The Child Protection Policy will be subject to review in 12 months

## **Procedures**

### **Staff Recruitment and Induction**

- Recruitment processes include a clear statement when advertising, that BBBA is committed to a child safe environment
- Criminal history checks are sought for all employees and volunteers working with children
- Referee checks conducted with all employees and volunteers working with children
- Ongoing professional development for staff and volunteers is provided to understand and identify types of child abuse and potential risks
- Staff induction records are checked to ensure that all staff members and volunteers have attended the required professional development for child protection
- All employees and volunteers working with children are obliged to abide by their Codes of Conduct and failure to abide by them is subject to disciplinary action that may include dismissal and reporting to authorities
- All staff and volunteers correctly use BBBA risk management practices

### **Reporting**

- All allegations of child abuse or neglect are taken seriously and reported appropriately
- The nominated Child Protection Officer follows up all allegations according to NSW Child Protection legislation
- Allegations of child abuse or neglect that lead to an investigation are reported to the BBBA Board.

### **Review**

- Policy review is conducted through consultation

### ***Associated policies and documents:***

*Working with Children Checks*

*Images of Children Policy*

*WH&S and Risk Management Policy*

*Coaches Code of Conduct*

*Parents and Guardians Code of Conduct*

*Players Code of Conduct*

*Grievance Policy and Procedure*