



BIRKEBEINER NORDIC SKI CLUB

Child Safety and Wellbeing Policy

Written By: *(Secretary 2018). Updated July 2022.*

Approved By : *BNSC COMMITTEE, September 27th 2022*

Date for Review: *September 2025*

PURPOSE

This policy was written to demonstrate the strong commitment of the committee and volunteers of the Birkebeiner Nordic Ski Club (the Club) to child safety and to provide an outline of the policies and practices the Club has developed to keep everyone safe from any harm, including abuse.

COMMITMENT TO CHILD SAFETY

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

APPLICATION OF THIS POLICY

This policy was developed by the BNSC committee.

This policy applies to all individuals involved in our organisation including, but not limited to: • Administrators, Coaches, Officials, Participants, Parents, and Spectators.

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

- 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 reporting or management of child safety concerns.

DEFINITION: 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 that these are circumstances that the Club is committed to reducing the risk of occurrence.

CHILDREN'S RIGHTS TO SAFETY, PARTICIPATION, and INVOLVEMENT

The Club actively encourages children to express their views about their safety. We listen to their suggestions, especially on matters that directly affect them. We actively encourage all children who use our services 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.

VALUING DIVERSITY

We value diversity and do not tolerate any discriminatory practices. To achieve this, where relevant and possible the club will:

- promote the cultural safety, participation and empowerment of all children and their families. Have zero tolerance to racism.
- 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 where possible

RECRUITING VOLUNTEERS

The Club takes the following steps to ensure best practice standards in the recruitment and screening of club members, volunteers and coaches:

* Interview and conduct referee checks on members and volunteers

Require police checks and Working with Children Checks for and when relevant.

* Our commitment to Child Safety and our screening requirements are included in all advertisements and as part of the induction process for new volunteer coaches including the annual Junior Development Camp.

SUPPORTING CLUB MEMBERS 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 volunteers, all of whom receive advice on the requirements of the Code. We encourage and support the committee, club members and volunteers who will be supervising children to:

* Be aware of the 11 ChildSafe Standards. See: <https://ccyp.vic.gov.au/child-safe-standards/the-11-child-safe-standards/>

* Complete Child Safety Training where necessary

This Code of Conduct is available online and is posted on the clubhouse notice board. Prior to the season or Junior Development Camp, coaches will be asked to sign and adhere to the BNSC Code of Conduct.

REPORTING A CHILD SAFETY CONCERN OR COMPLAINT

The Club will appoint a member as the Child Safety Person with the specific responsibility for responding to any complaints made by volunteers, parents or children. That person can be contacted by emailing secretary@birkebeiner.org.au or contacting the secretary in person. The club displays a poster with a photo and contact number for the Child Safety Person. BNSC complaints process can be found in the Grievance and Member Protection Policy (MPP) as outlined by Ski and Snowboard Australia. (www.skiandsnowboard.org.au/about/important-documents/) or Victoria Police Non-urgent police assistance Ph: (03) 9247 6666 www.police.vic.gov.au; Department of Human Services www.dhs.vic.gov.au Ph: 131 278

RISK MANAGEMENT

We recognise the importance of a risk management approach to minimising the potential for child abuse or harm to occur and use this to inform our policy, procedures and activity planning. In addition to general occupational 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 club change room facilities
- using accommodation or overnight stays/camps
- travel
- physical contact when coaching or managing children.

WORKING WITH CHILDREN CHECK

The Club has a Working with Children Policy that will be adhered to. *This policy is available in the clubhouse and on the website (see Appendix A).* The BNSC Secretary will maintain a file of WWCC for any person involved in a BNSC event organised for children

REVIEWING THIS POLICY

This policy will be reviewed every two years and we undertake to seek views, comments and suggestions from children, parents, carers, staff and volunteers involved in the Club.

APPENDIX A: Working with Children Policy

Birkebeiner Nordic Ski Club Policy on compliance with the Working with Children Act When planning and conducting its events the Birkebeiner Nordic Ski Club (the Club) seeks to protect and enhance the welfare of all its members. Recognising its special obligation to protect the welfare of children in its activities, the Club also fully complies with the Victorian Working With Children Act (2005). The Act defines children as persons up to the age of 18 years.

The Act requires that when conducting training, competition and social events at least one member must hold a current Working with Children Check. This member will be responsible for overview of the event and supervising the conduct of all those involved in the event to ensure the welfare of participating children. All members planning Club events will have regard to the need to ensure that at least one WWC checked member is involved and that the conduct of the event allows that person to exercise their responsibilities under the Act on behalf of the Club. Members wishing to apply for a WWC check to assist in the above role can obtain advice from the Secretary on making an application. The club maintains a file of WWCC for any person involved in a BNSC event organised for children.

APPENDIX B: STATEMENT OF COMMITMENT TO CHILD SAFETY

BIRKEBEINER NORDIC SKI CLUB

Birkebeiner Nordic Ski Club is committed to safety and wellbeing of all children and young people. This will be the primary focus of our care and decision-making.

Birkebeiner Nordic Ski Club has zero tolerance for child abuse.

Birkebeiner Nordic Ski Club is committed to providing a child safe environment where children and young people are safe and feel safe, and their voices are heard about decisions that affect their lives. Particular attention will be paid to the cultural safety of Aboriginal children and children from culturally and/or linguistically diverse backgrounds, as well as the safety of children with a disability.

Every person involved in Birkebeiner Nordic Ski Club has a responsibility to understand the important and specific role he/she plays individually and collectively to ensure that the wellbeing and safety of all children and young people is at the forefront of all they do and every decision they make.

In its planning, decision-making and operations Birkebeiner Nordic Ski Club will:

1. Take a preventative, proactive and participatory approach to child safety
2. Value and empower children to participate in decisions which affect their lives
3. Foster a culture of openness that supports all persons to safely disclose risks of harm to children
4. Respect diversity in cultures and child rearing practices while keeping child safety paramount
5. Provide written guidance on appropriate conduct and behaviour towards children
6. Engage only the most suitable people to work with children and have high quality staff and volunteer supervision and professional development

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7. Ensure children know who to talk with if they are worried or are feeling unsafe, and that they are comfortable and encouraged to raise such issues
8. Report suspected abuse, neglect or mistreatment promptly to the appropriate authorities
9. Share information appropriately and lawfully with other organisations where the safety and wellbeing of children is at risk
10. Value the input of and communicate regularly with children, families and carers.

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