

CHILD SAFE ENVIRONMENT POLICY

Created on 18 August 2020

Reviewed & Updated 27 August, 2020

1. Purpose

The purpose of this document is to outline the Child Safe Environment policy that will be adhered to by Fastbreak Basketball Academy in all of its operations. The policy will outline the roles and responsibilities for everyone involved in Fastbreak Academy and will be used in conjunction with our Member Protection Policy.

2. Commitment to the safety of children and young people

Fastbreak Academy is a safe environment for children and young people. This policy complies with the child safe environments provisions of the *Children and Young People (Safety) Act 2017*. Children and young people are valued, respected and encouraged and the safety and protection of children and young people is always our first priority.

3. Scope

This policy will apply to all children and young people who play basketball for our teams or who receive coaching from any of our coaches. Any Fastbreak coach will be required to agree in writing to abide by the policy.

4. Children and young people's participation

Fastbreak Academy listens to children and young people and encourages them to be involved. Fastbreak encourages children, young people and their families to raise complaints and concerns by first speaking to their coach or team manager. If they are not satisfied with the response then they are encouraged to speak to Jarryd Hoppo the Head Coach or Sue Hoppo the Director.

5. Code of Conduct

Fastbreak Academy has a code of conduct that each player is asked to sign and abide by. This code of conduct is based on the Play By The Rules code of conduct. The code of conduct is available upon request from the Director Sue Hoppo. People can report a breach of the code of conduct to their coach or team manager, Jarryd Hoppo or Sue Hoppo.

6. Recruitment practices

Suitable coaches and volunteers will be selected by word of mouth. Coaches will be required to have a current working with children check. There will be no exemption to this requirement. Fastbreak meets the requirements of the *Child Safety (Prohibited Persons) Act 2016*.

7. Supervision, training and support for employees and volunteers

Fastbreak Academy has in place strategies to supervise, train and support coaches and volunteers. Head coach Jarryd Hoppo will supervise training and provide support to other coaches and volunteers with a focus on child protection. The performance of all coaches will be regularly assessed and they will be encouraged to complete child safety training.

All coaches will receive an induction when they start at Fastbreak Academy and will receive a copy of this policy, regular performance appraisals.

8. Responsible authority

Head coach Jarryd Hoppo will not perform his role as head coach without having a DHS child related employment screening or a copy of a criminal history report. This will be produced for inspection if requested by a parent, guardian or carer of a young child or young person receiving a service.

9. Reporting and responding to the suspicion that a young child or young person may be at risk

Fastbreak Academy will ensure children and young people are kept safe from harm. Anyone with a suspicion that a child or young person is, or may be, at risk of harm will be encouraged to report this to Sue Hoppo or to call the Child Abuse Report Line (CARL) on 13 14 78. If a report is made to CARL regarding a child or young person regarding a child playing or being coached by Fastbreak Academy, the person making the report will be required to notify Sue Hoppo that a report has been made.

All coaches and team managers will be encouraged to complete the Play By The Rules Child Protection Online Course to become aware of their obligations as notifiers and how to recognize the signs of risk of harm and what to do if a child or young person discloses harm.

<https://www.playbytherules.net.au/online-courses/child-protection-online-course>

Fastbreak will make every effort to support children, young people and their families after a report to CARL has been made by –

- referring the child, young person or their family to other appropriate services

- continuing to allow the young child to play basketball or receive coaching and monitor their circumstances

If the perpetrator is a member of Fastbreak Academy then they would be immediately suspended from all duties pending investigation. Fastbreak will work with the relevant authorities to support any investigation.

All Fastbreak Academy members will be supported and encouraged to report the suspicion that a child or young person is, or may be a risk regardless of whether they are legally obliged to.

10. Reporting and responding to complaints about a person involved in our organization

Fastbreak Academy will deal with any complaints promptly, sensitively and fairly. The paramount concern will always be for the safety and protection of children and young people.

Everyone in Fastbreak Academy must immediately report any concern or complaint relating to behavior or conduct of another person towards or affecting a child or young person.

We will –

- Listen to the complaint and make a record of it
- Consider whether interim action is required to ensure the safety of children and young people
- Consult with the Child Abuse Report Line and/or the South Australian Police (if a child has been placed at risk of harm or criminal activity is suspected)
- Clearly document and securely store decisions and actions undertaken in response to complaints
- Ensure that procedural fairness is followed at all times
- Use our Member Protection Policy to deal with complaints

11. Risk Management

Fastbreak Academy will abide by its Member Protection Policy.

Fastbreak Academy will review its risks regularly and implement strategies to minimize and manage these risks.

Our members and those receiving coaching will be asked to sign a permission form or permission will be sought from the parent of the child before any photographs are taken.

Our coaches will all have working with children checks.

Where possible supervision will be with more than one adult or with parents present.

The privacy and confidentiality of our members will be maintained.

We will abide by our social media policy.

All efforts will be made to avoid physical contact with children or young people.

The coaching environment will always be an open one.

12. Communication

The child safe policy document will be available upon request from Sue Hoppo or Jarryd Hoppo. Any coaches and team managers will be asked to read the document and sign to acknowledge that they have read it.

13. Related policies and procedures

- Fastbreak Academy Code of Conduct for coaches, players and parents.
- Template statement to be signed by coaches and team managers indicating they have read and will abide by Fastbreak Academy's social media policy, the Play By The Rules "Guidelines for Interacting With Children" and complete the Play By The Rules child protection online course available at -
<https://www.playbytherules.net.au/online-courses/child-protection-online-course>
- Coaches are required to have a working with children check.
- Fastbreak Academy will abide by the Fastbreak Member Protection Policy
- Fastbreak Academy Social Media Policy

14. Policy review

Fastbreak Academy will review this document once every 5 years. The document may also be reviewed if –

- New or additional risks are identified for children or young people, which may require a change in the policy or procedural documents
- A critical incident occurs where a child or young person has experienced harm due to their involvement in Fastbreak Academy
- Concerns are raised by anyone involved in Fastbreak Academy about child safety or welfare
- Awareness or compliance to the child safe policy and/or procedure is low.