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# ***Eltham Lacrosse Club***

## **Child Safe Policy**

**Written By:** *Anna Nichols and Belinda Smith, Junior Directors*  
**Approved By:** *Pauline Maher, President*  
**Endorsed By:** *Committee of Management*  
**Date for Review:** *April 2019*

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### **Purpose**

This policy was written to demonstrate the strong commitment of the management and volunteers of the **Eltham Lacrosse 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 Club and in collaboration with committee members, in line with the Lacrosse Victoria guidelines.

This policy applies to all individuals involved in our organisation including, but not limited to:

- Administrators
- Coaches
- Officials
- Participants
- Parents

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

- *be aware of what constitutes child abuse;*
- *appropriately act on any concerns raised by children or parents; and*
- Understand and follow all applicable laws in relation to the protection of children and reporting 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 Club 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 inform 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 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 volunteers**

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

- Require Working with Children Checks for relevant positions.
- Our commitment to Child Safety and our screening requirements are included in all advertisements and as part of the induction process for volunteers.

### **Supporting volunteers**

The Club seeks to attract and retain the best volunteers. We provide support and supervision so people feel valued, respected and fairly treated. We expect coaches, officials and other volunteers carry out their duties in line with the Lacrosse Victoria Code of Conduct.

### **Reporting a child safety concern or complaint**

The Club has appointed the Junior Directors as Child Safety Persons with the specific responsibility for responding to any complaints made by staff, volunteers, parents or children. They can be contacted by [juniordirector@elthamlacrosseclub.com.au](mailto:juniordirector@elthamlacrosseclub.com.au) or [juniordirectorgirls@elthamlacrosseclub.com.au](mailto:juniordirectorgirls@elthamlacrosseclub.com.au).

### **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 change room facilities;
- using accommodation or overnight stays;
- travel; or
- physical contact when coaching or managing children.

#### *Using change room facilities:*

Any club member or parent should only enter change rooms if accompanied by another adult. Prior to entering change rooms, make sure the people in the change rooms are notified of your intended entrance, i.e. knocking on the door, call out. These requirements do not apply to parents/legal guardians when in the room with their own child.

### *Transport*

If parents choose to carpool, it is at their own discretion. If any formal transport arrangements are made, for example, for interstate trips, Lacrosse Victoria is responsible for making arrangements.

### *Coach Assistance*

All coaches must ensure that all physical contact with athletes, which occurs when coaching, is appropriate for the situation, and necessary for the athlete's safety. It is strongly recommended that:

- coaches ensure that there are other adults present when coaching;
- coaches take care to explain the procedure i.e. specific drills or techniques, to the child prior to beginning any physical contact.

### **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.

### **Signature**

Signed: Pauline Maher

Club President

Date: 20/03/2017

Signed: Joanne Templeton

Club Secretary

Date: 20/03/2017

Next policy review date is March 2019