



## **Geraldton Hockey Association CHILD SAFE POLICY**

### **CHILD PROTECTION**

Geraldton Hockey Association (GHA) is committed to the safety and well-being of all children and young people who participate in our sport or access our services. We support the rights of the child and will act at all times to ensure that a child-safe environment is maintained. We acknowledge the valuable contribution made by our staff, members and volunteers and we encourage their active participation in providing a safe, fair and inclusive environment for all participants.

GHA will take the following measures to protect the safety and welfare of children participating in our sport.

#### **6.1.1: Identify and Analyse Risk of Harm**

GHA will develop and implement a risk management strategy including a review of existing child protection practices, to determine how child-safe our organisation is and to identify any additional steps to minimise and prevent the risk of harm to children because of the actions of an employee, volunteer or another person.

#### **6.1.2: Develop Codes of Conduct for Adults and Children**

GHA will ensure our organisation has codes of conduct that specify standards of conduct and care when dealing and interacting with children involved in hockey, especially those in our care. These codes of behaviour will set out professional boundaries, ethical behaviour and unacceptable behaviour. We will also implement a code of behaviour to promote appropriate behaviour between children.

#### **6.1.3: Choose Suitable Employees and Volunteers**

GHA will take all reasonable steps to ensure that it engages suitable and appropriate people to work with children, especially those in positions that involve regular unsupervised contact with children. This will include using a range of screening measures.

We will ensure that Working with Children Checks is conducted for all employees and volunteers who work with children, where an assessment is required by law. If a criminal history report is obtained as part of their screening process, we will handle this information confidentially and in accordance with the relevant legal requirements.

#### **6.1.4: Support, Train, Supervise and Enhance Performance**

GHA will ensure that volunteers and employees who work with children have ongoing supervision, support and training. Our goal is develop their skills and capacity and to enhance their performance so we can maintain a child-safe environment.

#### **6.1.5: Empower and Promote the Participation of Children in Decision-Making and Service Development**

GHA will encourage children and young people to be involved in developing and maintaining child-safe environments in hockey.

### **6.1.6: Report and Respond Appropriately To Suspected Abuse and Neglect**

GHA will ensure that volunteers and employees are able to identify and respond appropriately to children at risk of harm and that they are aware of their responsibilities under state laws to make a report if they suspect on reasonable grounds that a child has been, or is being, abused or neglected.

Further, if any person believes that another person or organisation bound by this policy is acting inappropriately towards a child, or is in breach of this policy, he or she may make an internal complaint.

### **6.2 Taking Images of Children**

Images of children can be used inappropriately or illegally. GHA requires that individuals and clubs, wherever possible, obtain permission from a child's parent/guardian before taking an image of a child that is not their own and ensure that the parent knows the way the image will be used.

To respect people's privacy we do not allow camera phones, videos and cameras to be used inside changing areas, showers and toilets.

When using an image of a child, GHA will avoid naming or identifying the child or publishing personal information such as residential address, email address or telephone numbers without gaining consent from the parent/guardian. We will not provide information about a child's hobbies, interests, school or the like as this information can be used by paedophiles or other persons to 'groom' children.

We will only use images of children that are relevant to our sport and ensure that they are suitably clothed in a manner that promotes participation in our sport. We will seek permission from the parents/guardians of the children before using these images. We require our member associations and clubs to do likewise.

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