



Easts Volleyball Club

# Young Person's Safeguarding Strategy Framework

## Document History

# 1. Framework Definitions

These definitions apply across all elements of this Strategy. Other elements of this strategy will have specific terms defined within those documents.

**East's Team Members** All committee members, club officials, players, coaches, referees, volunteers, service providers and others involved in club activities.

**Strategy** The strategy detailed in this document and all of the Statements, Codes and Practices referred to in this document.

**Young person or young people** A child or young person, or two or more children or young persons, who is or are under the age of 18 years.

*Whilst most frameworks within the domain of young person protection, safety and safeguarding use the term 'child', we have specifically elected to use these terms to reflect the preference of all people who are under the age of 18 years.*

## 2. What is the purpose of this strategy?

### 2.1. Background

East's Volleyball is a community based sporting club that delivers volleyball training and competition programs, and other events to players of all ages. East's Volleyball holds as fundamental to all of our activities and programs that involve Young People, the need for our club to be Young Person Safe.

This strategy outlines East's Volleyball's framework for ensuring Young People's safety as they are involved in activities organised and managed by East's Volleyball. We will do this through:

1. Developing, committing to and turning into practice this Strategy.
2. Ensuring that this Strategy is clearly communicated to everyone who is part of our club including committee, staff, players, and the family and supporters of players.
3. Ensuring that committee and staff are fully trained and supported in this Strategy and how to implement this Strategy in the practice of their roles.

Everyone who is involved in our club has responsibility to ensure that this commitment is achieved.

### 2.2. Strategy Scope

- a. This strategy applies to all East's Team Members.
- b. Service providers who deliver services to Young People organised by East's Volleyball must comply with this strategy when delivering services to Young People who are involved in East's Volleyball.

*For example: If East's Volleyball engages a service provider to deliver referee training to people who are members or friends and family of members and children or young people are involved in that training, East's Volleyball must ensure that the service provider is aware of and complies with this strategy and all of the relevant policies and procedures that are in place at the time that the training session takes place.*

- c. This strategy will be considered when developing, designing, and managing other policies and programs to ensure they promote Young People's rights and include relevant child safety considerations.

## 3. Young Person Safeguarding at our Club

### 3.1. Governing Frameworks for Child Safeguarding

Both the Australian Commonwealth Government and the Queensland Government have frameworks (legislative and otherwise) that seek to ensure the safety of Young People. This strategy aims to recognise and support all of those frameworks. The three frameworks that this strategy embeds are:

#### 1. The [National Principles for Child Safe Organisations](#)

These National Principles provide a national approach to embedding a child safe culture across all sectors of Australian society in which children are involved. The National Principles aim to provide a nationally consistent approach to creating organisational cultures that foster child safety and wellbeing across all sectors. This will help to keep children and young people safe and reduce future harm in organisational settings.

#### 2. The Queensland Government [Child Protection Act 1999](#)

The purpose of this legislation is "to provide for the protection of children". The Act sets out a number of principles that are generally broad within the overall purpose but the key principle relevant to Easts Volleyball is "a child has a right to be protected from harm or risk of harm". The Act defines harm and establishes reporting requirements.

#### 3. The [Queensland Government Working with Children \(Risk Management and Screening\) Act 2000](#)

This Act to establishes 'a scheme requiring the development and implementation of risk management strategies, and the screening of persons employed in particular employment or carrying on particular businesses, to promote and protect the rights, interests and wellbeing of children in Queensland'.

#### 4. The [Queensland Government Criminal Code Act 1899](#)

From 5 July 2021, the Qld Criminal Code was strengthened to improve the protection of children from offences of a sexual nature. These changes include:

- It is a criminal offence for any adult not to report to police sexual offending against a child (a person under 16 years of age or a person under 18 years of age with an impairment of the mind).

- Adults in an institutional setting (such as a sporting club) must protect children from the risk of sexual offence being committed against them by an adult associated with the institution.

The obligation to protect requires a person in a position of power or responsibility within an institution to reduce or remove a known risk of sexual offending against a child by an adult associated with an institution. What is required when removing or reducing the risk depends upon the situation however, we do not need to adopt unnecessarily expensive or risk-averse behaviour.

This strategy aims to reflect the principles and requirements of all of these frameworks. The [Commonwealth Child Safe Framework \(Second Edition\)](#) is a framework based on the National Principles for Child Safe Organisations developed by the Australian Government. It sets “minimum standards for Commonwealth entities to create and maintain practices that are safe for children”. It contains requirements as well as guidance for the implementation of those requirements. This framework has no direct application to Easts Volleyball but has been used to provide an example of how the National Principles for Child Safe Organisations have been applied.

The National Integrity Framework was established in part of the Australian Government response to the inquiry that looked into Australia's Sports Integrity Arrangements and Safeguarding the Integrity of Sport (The Wood Review). The Government response to the Wood Review was released on 12 February 2019. Part of that response was the creation of a National Integrity Framework for Sport and the creation of Sport Integrity Australia.

The National Integrity Framework takes a proactive approach to mitigate integrity threats to sports and provide a safe, fair and healthy environment for participants at all levels of sport. The Framework is a streamlined suite of policies that sets out the broad expectations for the conduct of all participants in sport. These expectations relate to safeguarding children, member protection, competition manipulation and sports wagering, and the misuse of drugs and medicines.

The role of Sport Integrity Australia is to provide advice and assistance to counter the:

- use of prohibited substances and methods in sport
- abuse of children and other persons in a sporting environment
- manipulation of sporting competitions

- failure to protect members of sporting organisations and other persons in a sporting environment from bullying, intimidation, discrimination or harassment.

As part of this role they assumed the responsibility for child safeguarding for the sport sector. Therefore they have created a template policy for integrity generally as well as a template Child Safeguarding Policy along with a large number of related resources.

Whilst Volleyball Australia and, consequently, Volleyball Queensland, have not signed up to the National Integrity Framework, Easts Volleyball considers that this framework sets a new standard for Child Safeguarding. The Royal Commission into Child Sexual Abuse also recommended that [\*Play by the Rules\*](#) be “expanded so that it is relevant to a more diverse range of sport and recreation institutions”. The principles adopted and the resources provided by Play by the Rules have since been extended and are delivered jointly with Sport Integrity Australia through the Sport Integrity Australia [e-learning hub](#). As such, Easts Volleyball has developed this policy strongly informed by the National Integrity Framework as well as the Child Safeguarding Policy developed by Sport Integrity Australia and the principles and information embedded in the training and courses provided jointly by Sport Integrity Australia and Play by the Rules.

### 3.2. Key Principles for Young Person Safeguarding

Young Person Safeguarding put the interests of Young People first. The Australian community should be confident that our Club provide safe environments where Young People’s rights, needs and interests are met.

Young Person Safeguarding means we must consciously and systematically:

- Create an environment where Young People’s safety and wellbeing is at the centre of thought, values and actions.
- Place an emphasis on genuine engagement with and valuing of Young People.
- Create conditions that reduce the likelihood of harm to Young People.
- Create conditions that increase the likelihood of identifying any harm.
- Respond to any concerns, disclosures, allegations or suspicions of harm.

Safeguarding is not only about safety within our club. It also extends to ensuring Young People’s wellbeing. This includes:

- Young People’s physical and emotional health.

- Acknowledging Young People's identity, culture, diverse backgrounds, circumstances and needs.
- Recognising Young People's strengths and individual capabilities.
- Creating a welcoming and inclusive environment.

Young Person Safeguarding follows a rights-based approach and adopts the United Nations Convention on the Rights of the Child. These rights are:

- The right to be safe and not harmed by anyone.
- The right to be treated fairly, no matter what.
- The right to have a say about decisions affecting them and to be listened to and taken seriously.
- The right to have their best interests put front and centre.
- The right to have the responsibilities of their parents or carers respected.

### 3.3. Requirements for Young Person Safeguarding

Adopting the National Principles for Child Safe Organisations, we consider that Young Person Safeguarding requires us to:

- Create an environment where Young Person's safety and wellbeing is at the centre of our thought, values and actions
- Place an emphasis on genuine engagement with, and valuing of Young People
- Create conditions that reduce the likelihood of harm to Young People
- Create conditions that increase the likelihood of identifying any harm
- Take action to reduce or remove known risks of sexual offending against Young People from adults associated with the club
- Respond to any concerns, disclosures, allegations or suspicions.

### 3.4. Harm

Key elements of the Young Person Safe requirements outline in 3.3 above mention the concept of 'harm'. For the purposes of Young Person Safeguarding in our club, harm is defined in our **Young Person Safe Practices – Behaviour**.



## 4. East Volleyball's Commitment to Safeguarding Young People

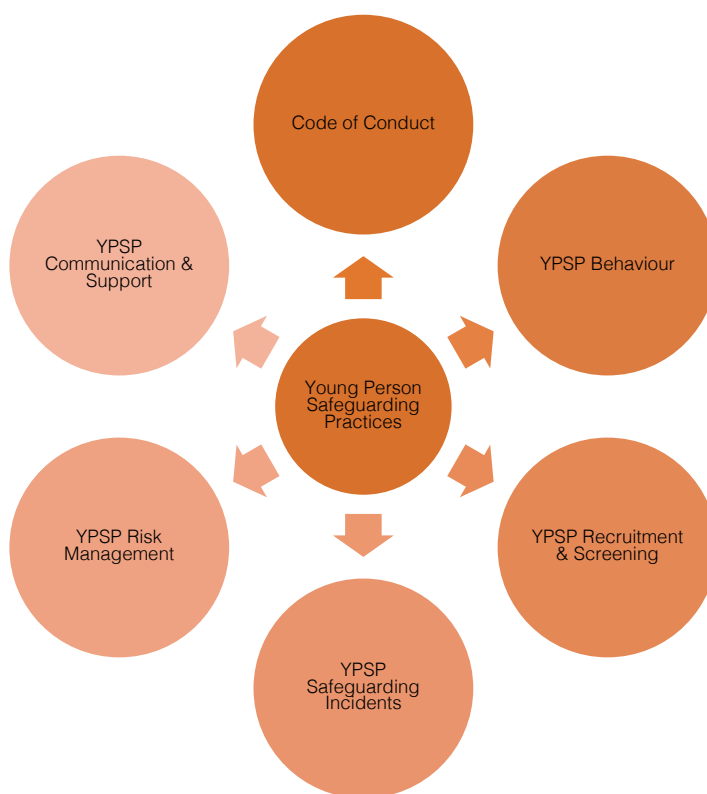
In the training and competition programs, and other events, it has both direct and incidental contact with Young People through delivering programs that Young People are involved in. It is therefore important that Easts Volleyball commits to ensuring that our all of our activities and programs that involve Young People, are Young Person Safe as described in 2.3 above.

East Volleyball details and communicates this through our **Statement of Commitment to Young Person Safeguarding**.

## 5. Embedding this commitment

In our Club, we view any action, omission or circumstances that does not support or has negative impacts on Young Person Safe environments as outlined in 2.3 above as a breach of our Child Safeguarding responsibilities.

Our Code of Conduct and Young Person Safeguarding Practices as well as any specific guidelines to support these detail how we turn our commitment into practice.



### 5.1. Code of Conduct

All Easts Team Members are expected to treat all Young People with respect. Easts Volleyball has developed and implemented a **Code of Conduct** that outlines, practically, expectations of behaviours for Coaches, Players, Parents, Spectators, Officials and Administrators,

All Easts Team Members, Parents, Spectators and Officials must adhere to this Code of Conduct and are required to confirm this before they start any involvement.

## 5.2. Young Person Safeguarding Practices: Behaviour

The **Young Person Safeguarding Practices: Behaviour** have been developed to identify and prevent behaviour that may be harmful to Young People's rights, safety and wellness in our club's activities and programs. A breach of these practices is a breach of our YPS Strategy and will be managed in accordance with the YPSP: Managing Breaches. We require of all Easts Team Members as they undertake their roles and responsibilities in club activities and programs. The behaviours are:

1. Ethical decision making
2. Conflicts of interest and Young People
3. Equitable opportunity and participation
4. Promotion of fair play, respect, ethics, integrity and safety
5. Prohibited conduct
6. Professional Boundaries
7. Use of language and tone of voice
8. Positive guidance (Discipline)
9. Supervision
10. Use of electronic or online communications
11. Photographs of Young People
12. Physical contact with Young People
13. Overnight stays and sleeping arrangements
14. Change room arrangements
15. Use of, possession or supply of alcohol or drugs
16. Parent/Guardian/Trusted Adult involvement
17. Transporting Young People
18. Drop-off and pick-up of Young People
19. Ensuring programs and activities support Young Person Safety

## 5.3. Young Person Safeguarding Practices: Recruitment & Screening

The **Young Person Safeguarding Practices: Recruitment and Screening** have been developed to provide a fair, safe, consistent, and comprehensive recruitment process within our club. Our club takes Young Person Safeguarding seriously and ensures that the club recruits personnel that are suitably qualified and committed to providing professional, safe, and enjoyable programs and activities to Young People. These practices are:

1. Identifying Young Person Related Positions
2. Position Descriptions
3. Advertising
4. Interviews
5. Working with Children Requirements
6. Reference Checks
7. Qualification and registration checks
8. Young people as personnel
9. Training
10. Probation
11. Management

#### 5.4. Young Person Safeguarding Practices: Safeguarding Incidents

Young People can only be protected from harm if it is reported and dealt with quickly and effectively. The **Young Person Safeguarding Practices: Managing Breaches** outline what is required to manage disclosures or suspicions of harm as well as complaints and concerns related to Safeguarding Young People. These practices are:

1. Harm to Young People:
  - a. Defining harm
  - b. Identifying harm
  - c. Managing and recording a disclosure or suspicion of harm
  - d. Reporting a disclosure or suspicion of harm
2. Safeguarding Incidents:
  - a. Defining breach
  - b. Identifying breach
  - c. Making complaints
  - d. Managing and recording complaints
  - e. Managing and recording disputes
  - f. Actions following breach

#### 5.5. Young Person Safeguarding Practices: Risk Management

An important aspect of our commitment to Young Person Safeguarding is ensuring that we are effectively evaluating risks to the safety of Young People and then implementing strategies that effectively manage those risks. The **Young Person Safeguarding Practices: Risk Management**

outline our practices for evaluating and managing risks to the safety of Young People. These practices are:

1. Identifying and evaluating risks to Young Person Safety
2. Implementing strategies to manage and mitigate identified risks
3. Reviewing risks
4. Risk Management for High Risk activities

## 5.6. Young Person Safeguarding Practices: Communication & Support

Our Young Person Safeguarding Strategy will be most effective when we have successfully communicated it to all people who are involved with the activities and programs that we run. Ensuring that all who are involved with our club are also involved in the development of this Strategy and all of its components means that they are more likely to accept, support and adhere to them. This also helps to build our club build a culture that recognises and values the importance of upholding Young Person Safeguarding. Our **Young Person Safeguarding Practices: Communication and Support** aims to:

- Ensure that all people involved in our club are aware of their responsibilities and understand what is required of them in terms of behaviour and their roles.
- Ensure that all people feel comfortable with addressing issues of concern.
- Highlight our commitment to Young Person Safeguarding across all of our activities and programs.
- Reduce the likelihood of Safeguarding Incidents.

The practices are:

1. Consultation in the development and review of our Young Person Safeguarding Strategy.
2. Ensuring this Strategy and documents that support this strategy are available and accessible.
3. Induction for new Easts Team Members.
4. Induction for the Parents/Family/Trusted Parents of new Easts Team Members.
5. Incorporating Young Person Safeguarding in personnel monitoring and coaching.
6. Refresher training for Easts personnel.
7. Supporting Easts personnel to meet Safeguarding requirements.
8. The role of the Safety Coordinators.
9. Reporting on Young Person Safeguarding.

## 6. Strategy Roles and Responsibilities

Ensuring the safety, welfare and wellbeing of children and young people is the responsibility of all **Easts Team Members**. Key responsibilities are outlined below:

Who	Responsibilities
Club Management Committee	<ul style="list-style-type: none"><li>• Accountable Authority.</li><li>• Endorses the Child and Youth Risk Management Strategy.</li><li>• Provide leadership in promoting a child and young person safe culture.</li><li>• Demonstrate understanding and commitment to this strategy.</li><li>• Ensure Young People's safety in the design of club programs, activities, policies, procedures, and guidelines that impacts upon Young People.</li><li>• Ensure that all <b>Easts Team Members</b> are aware of this strategy and their obligations, and to assist them to meet their obligations.</li><li>• Take action to reduce or remove known risks of sexual offending against Young People by an adult associated with the Club.</li><li>• Assist <b>Easts Team Members</b> to make complaints about child abuse or harm</li><li>• Provide immediate feedback and take immediate action when an <b>Easts Team Member</b> may not be meeting their obligations under this strategy.</li><li>• Annually review all positions to ensure and confirm Young People related positions.</li></ul>

## Who

## Responsibilities

### Club Safety Coordinators

- Manage **East Team Member** related child safe reports.
  - Regularly review relevant sporting industry, Volleyball Australia and Volleyball Queensland related risk registers (if available).
  - Support, advise and provide expertise to **East Team Members** and external stakeholders on Young People's safety matters relevant to East Volleyball's functions including obligations under legislation.
  - Ensure all relevant policies, procedures, guidelines and codes are reviewed and updated every 2 years.
  - Review risk management plans annually or when Easts programs and other activities are developed or changed.
  - Ensure training programs are developed and implemented.
  - Coordinate training for Easts Team Members and monitor compliance.
  - Maintain accurate records for any Young Persons safety reports and referrals.
  - Manage East Team member Young People's safety reports.
  - Ensure compliance with Qld Blue Card requirements including:
    - Checking if Blue Cards are valid
    - Maintaining the Blue Card and Exemption Employee Register
    - Linking and Unlinking people holding Blue Cards
    - Updating Easts Volleyball's details with Blue Card Services
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## Who

## Responsibilities

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### All Easts Team Members

- Complete Young People's safeguarding training as directed.
- Comply with the Code of Conduct and all policies, procedures and guidelines that support this strategy.
- Comply with all relevant requirements of this strategy in the course of their work and any Easts Volleyball functions.
- Comply with all requirements or directions given to them by the Easts Management Committee or the Club Safety Coordinators for the implementation of risk controls.
- Refer any child abuse concerns to the Qld Police and Qld Child Safety Services.

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### Secretary and Treasurer

- When managing grants and procurements, consider child safety implications if the services are for Young People, or for activities that will or may involve contact with Young People, that is a usual part of, and more than incidental, to the services or grant activity.
  - Ensure third-party providers comply with their child safe obligations.
  - Ensure third-party providers have required Working with Children Checks.
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## 7. Strategy Review Every 2 years

This strategy, the Code of Conduct, the Young Person Safeguarding Practices (with their associated guidelines) will be reviewed to ensure that they are current and effectively support the:

1. Commonwealth Child Safe Framework,
2. [National Principles for Child Safe Organisations](#),
3. Queensland Child Protection Act, and
4. [Queensland Government Blue Card](#) legislation.

The club Safety Coordinators have responsibility to ensure that all policies, processes and codes are kept up-to-date and to monitor compliance with and effectiveness of these policies, processes, guidelines, and codes. To do this the club Safety Coordinators will review the Governing Principles every 2 years and update this strategy to include any relevant legislative changes as required.