



Easts Volleyball Club

Commitment to Young Person  
Safeguarding

## Document History

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## 2. Fundamental Values to this Commitment

The values that are fundamental to this commitment are:

1. Young People have fundamental rights. These rights are:
  - a. The right to be safe and not harmed by anyone.
  - b. The right to be treated fairly, no matter what.
  - c. The right to have a say about decisions affecting them and to be listened to and taken seriously.
  - d. The right to have their best interests put front and centre.
  - e. The right to have the responsibilities of their parents or carers respected.
2. Safety for Young People is not just about physical safety but also wellbeing which includes:
  - a. Young People's physical and emotional health.
  - b. Acknowledging Young People's identity, culture, diverse backgrounds, circumstances and needs.
  - c. Recognising Young People's strengths and individual capabilities.
  - d. Participating in a welcoming and inclusive environment.

### 3. How we enact this commitment

East's Volleyball is committed to safeguarding and promoting the welfare of Young People in Volleyball at our club. Create an environment where Young People's safety and wellbeing is at the centre of thought, values and actions.

Specifically, East's Volleyball commits to the [National Principles for Child Safe Organisations](#) outlined below.

#### National Principles for Child Safe Organisations

- 1.** Child safety and wellbeing is embedded in organisational leadership, governance and culture.
- 2.** Children and young people are informed about their rights, participate in decisions affecting them and are taken seriously.
- 3.** Families and communities are informed and involved in promoting child safety and wellbeing.
- 4.** Equity is upheld and diverse needs respected in policy and practice.
- 5.** People working with children and young people are suitable and supported to reflect child safety and wellbeing values in practice.
- 6.** Processes to respond to complaints and concerns are child focused.
- 7.** Staff and volunteers are equipped with the knowledge, skills and awareness to keep children and young people safe through ongoing education and training.
- 8.** Physical and online environments promote safety and wellbeing while minimising the opportunity for children and young people to be harmed.
- 9.** Implementation of the national child safe principles is regularly reviewed and improved.
- 10.** Policies and procedures document how the organisation is safe for children and young people.

Our Code of Conduct, Young Person Safe Practices and their supporting guidelines seek to address risks to young person's safety and to establish a young person safe culture and practices.

Young Person **Safeguarding** means we must consciously and systematically:

### 3.1. Embed young person's safety and wellbeing in our leadership, governance and culture

- a) Through our Young Person's Safeguarding and Risk Management Strategy, we document our clear commitment to keeping Young People safe from abuse and neglect.
- b) We communicate our commitment to all our staff and volunteers and give them access to a copy of our commitment statement.
- c) Our management committee and program coordinators are champions for a Young Person safe culture and their attitudes, actions and behaviours demonstrate that they value Young People and a commitment to Young Persons safety, Young Persons wellbeing and cultural safety.

### 3.2. Inform young people of their rights, ensure they participate in decision making and are taken seriously

- a) We will provide all who participate in our training and competition programs with information about our commitment to Young Persons Safety including our Young Persons Safeguarding and Risk Management Strategy, Child Safe Practices and all of the supporting policies, procedures and guidelines.
- b) We involve and communicate with Young people in developing a safe, inclusive, and supportive environment. We will provide information to Young People (such as brochures, posters, handbooks, guidelines) about:
  - a. our commitment to keeping Young People safe and communicating their rights;
  - b. the behaviour we expect of our staff and volunteers and of themselves;
  - c. our policy about responding to child harm.
- c) We have processes for encouraging two-way communication with Young People.
- d) We seek their feedback and have a process for responding.
- e) We have established player representatives, including two representatives who are young people, on our management committee.
- f) We respect diversity and seek to facilitate effective communication and involvement.
- g) We recognise the importance of friendships and encourage support from peers.

### 3.3. Inform and involve families and communities in promoting young person's safety and wellbeing

- a) We will provide the families of young people who participate in our training and competition programs with information about our commitment to Young Persons Safety including our

Young Persons Safeguarding and Risk Management Strategy, Child Safe Practices and all of the supporting policies, procedures and guidelines.

- b) We involve and communicate with the families of Young People in developing a safe, inclusive, and supportive environment. We will provide information to Young People's parents/carers (such as brochures, posters, handbooks, guidelines) about:
  - a. our commitment to keeping Young People safe and communicating their rights;
  - b. the behaviour we expect of our staff and volunteers and of themselves;
  - c. our policy about responding to child harm.
- c) We have processes for encouraging two-way communication with the families of Young People.
- d) We seek their feedback and have a process for responding.

### 3.4. Uphold equity and respect diverse needs in policy and in practice

- a) We actively anticipate Young People's diverse circumstances and respond effectively to those with additional vulnerabilities.
- b) We give all Young People access to information, support, and a complaints processes.
- c) We consider the needs of all Young People, particularly Aboriginal and Torres Strait Islander Young People, Young People with a disability, LGBTQI Young People and Young People from culturally and linguistically diverse backgrounds.

### 3.5. Ensure that Easts Team Members working with young people are suitable and supported to reflect young person's safety and wellbeing values in practice

- a) We have position descriptions and management and review processes in place for all staff and volunteers that clearly incorporate requirements for that staff member or volunteer to support our commitment to Young Persons Safety.
- b) We have appropriate measures in place to minimise the likelihood that we will recruit staff or volunteers who are unsuitable to work/volunteer with Young People.
- c) We will meet the requirements of the Queensland Working with Children (Risk Management and Screening) Act 200 and regulations.
- d) We ensure that each person involved in our delivery of services to Young People understands their role and the behaviour we expect in relation to keeping Young People safe from abuse and neglect through application of our Young Peoples Safe Practices.
- e) We utilise clear position descriptions which clearly state relevant Young Persons safe requirements.

- f) We have Young Person Safe Practices, that outlines our expectations for behaviour towards Young People.
- g) Our staff and volunteers are given a copy of and have access to the Young Persons Practices.
- h) Our staff and volunteers indicate, in writing, that they have read and are committed to the Young Persons Safe Practices.

### 3.6. Ensure that our processes to respond to complaints and concerns are young person focused

- a) We have an accessible and young person complaint policy with clearly outlined roles and responsibilities.
- b) These policies outline approaches to dealing with different types of complaints.
- c) We communicate these policies to all staff, volunteers, and participants.
- d) These policies recognise different cultural needs.
- e) We have policies and procedures that outline the processes to follow when there is a need to report complaints and concerns outside of Easts Volleyball.
- f) We maintain privacy throughout complaints processes.

### 3.7. Ensure that our staff and volunteers are equipped with the knowledge, skills and awareness to keep young people safe through ongoing education and training

- a) We will provide all new staff, volunteers, and participants with information about our commitment to Young Persons Safety including our Young Persons Safeguarding and Risk Management Strategy, Child Safe Practices and all of the supporting policies, procedures and guidelines.
- b) Our Young Persons Safeguarding and Risk Management Strategy, Child Safe Practices and all of the supporting policies, procedures and guidelines are always available on our website and are available in a number of accessible formats.
- c) We support ongoing education and training for our staff and volunteers to ensure young person's safety information is provided and updated as required.
- d) We ensure that our staff and volunteers have up-to-date information relevant to specific legislation applying in Queensland.
- e) Our policy for responding to child abuse is approved and endorsed by our Management Committee and applies to all our staff and volunteers. Staff and volunteers must:

- a. immediately report harm to young people and any concerns with policies, practices or the behaviour of staff and volunteers;
  - b. meet any legislated mandatory or other jurisdictional reporting requirements;
  - c. follow the legislative requirements and our processes when reporting harm to young people.
- f) Our staff and volunteers are given a copy of and have access to the Complaints, Disputes and Discipline Policy and understand the implications of the policy for their role.
- g) We document any allegation, disclosure or concern regarding child abuse and monitor responses to all allegations, disclosures, or concerns.

### **3.8. Create physical and online environments promote safety and wellbeing while minimising the opportunity for children and young people to be harmed**

- a) Our safety coordinators ensure that risks are identified and mitigated in both physical and online environments.
- b) We ensure that online environments are used in accordance with our Code of Conduct and our Young Person Safe Practices.
- c) We regularly review our risk management plans and assessments incorporate physical and online environments as well as risks arising from the employment of people in our activities as required by the Qld Working with Children (Risk Management and Screening) Act.

### **3.9. Maintain and improve our policies and practices**

- a) We are committed to maintaining and improving our policies, procedures, and practices to keep Young People safe from harm.
- b) We have assigned responsibility for regularly maintaining and improving our policies and procedures to our club Safety Coordinators, Peter Worthy and Christine Bond.
- c) We monitor our staff, volunteers, and external providers to ensure appropriate practice, behaviour and policies are followed.
- d) We require our staff and volunteers to disclose convictions or charges affecting their suitability to work with Young People. We follow requirements for Blue Card checks as required by the Qld Working with Children (Risk Management and Screening) Act.
- e) We have formally reviewed our service delivery to identify and document potential risks to Young People.
- f) We undertake formal reviews, at least annually, to identify and document potential risks to Young People associated with our service delivery.



### 3.10. Ensure that our policies and procedures document how Easts Volleyball is safe for young people

- a) Our policies and procedures address:
  - i. The national child safe principles
  - ii. The requirements of the Qld Child Protection Act 1999
  - iii. The requirements of the Qld Working with Children (Risk Management and Screening) Act 2000
- b) Our policies and procedures are fully documented and, where necessary, are supported by guidelines. All of these are available at our website.
- c) We follow a consultation process as we developed and will review our Young Person Safeguarding and Risk Management Strategy and all policies, procedures and guidelines that support that strategy. The consultation process involves:
  - i. Everyone who participates in our activities
  - ii. Parents, family and friends of people who participates in our activities
  - iii. Volleyball Queensland
  - iv. Other Volleyball Clubs
- d) Our staff and volunteers are trained in our Young Person Safeguarding and Risk Management Strategy and all policies, procedures and guidelines.
- e) Young Person Safeguarding and Risk Management Strategy and all policies, procedures and guidelines have been endorsed by our Management Committee and approved by our Club President.

## 4. Commitment Review Every 2 years

This Statement of Commitment 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 this Statement of Commitment kept up-to-date and to monitor compliance with and effectiveness of this Statement of Commitment. 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.