



CHILD PROTECTION & INTERVENTION POLICY

EXECUTIVE STATEMENT

The issue of child abuse is a complex problem that has an impact on all areas of society, including participation in sport and recreation activities.

Protecting children from abuse is a responsibility that we must all undertake. Through the implementation of strategies that assist in preventing child abuse from occurring, NSW Endurance Riders' Association Inc (NSWERA) has taken a pro-active role in relation to child protection and intervention. These strategies will help to foster a safe and positive environment for children and young people to participate in physical activities.

In addition, development of the Child Protection and Intervention Policy and Guidelines provides the Organisation with an excellent risk management tool for developing prevention strategies and for the effective management of child abuse issues within sport.

Information contained in this document will create a framework and provide direction for officials, volunteers, members and parents of children and young people involved in NSWERA, and affiliated regional groups and clubs. It will help deliver a consistent approach to child abuse prevention at all levels of the sport and recreation industry.

POLICY STATEMENT

NSWERA is committed to ensuring that the safety, welfare and wellbeing of children are maintained at all times during their participation in activities run by NSWERA and its member bodies. NSWERA aims to promote a safe environment for all children and to assist all officials, members and volunteers to recognise child abuse and neglect and follow the appropriate notification procedures when reporting alleged abuse.

RATIONALE

The focus of the policy and guidelines is the prevention of child abuse in the sporting environment.

This policy and guidelines promote the care and protection of children participating in activities associated with NSWERA and provide information and direction for members and people involved with the organisation.

This policy and guidelines will assist NSW ERA in establishing coordinated strategies for dealing with the problem of child abuse and neglect in a responsible, effective and consistent manner.

OBJECTIVES

Through the development of this policy NSWERA's objectives are to:

1. provide information to assist members and associated people in dealing with all forms of child abuse
2. provide comprehensive guidelines relating to risk minimisation and reporting/ notification procedures
3. provide direction to all members and associated people such as ride organisers, officials and volunteers, regarding their legal responsibilities under child protection legislation

4. promote and adopt NSWERA principles for child protection and intervention amongst members and associated people, and parents of children participating in the organisation's programs and competitions.

SCOPE OF POLICY

The Child Protection Intervention Policy of NSWERA is applicable to all management and "employees" (paid, voluntary, permanent or casual) of NSWERA and its affiliated regional/ local clubs.

IMPLEMENTATION OF LEGISLATION

In order to implement the child protection legislation NSWERA will undertake to:

1. implement strategies and procedures that focus on the best interests of children and meet the requirements of child protection legislation
2. promote a safe and supportive environment for all children and young people participating in activities which come under the umbrella of NSWERA
3. increase awareness and emphasise the importance of child protection issues in a sporting environment to all those involved with the activities of NSWERA. This includes administrators, officials, volunteers, members and parents and their children.
4. ensure that all "employees", (paid and voluntary) of NSWERA are aware of their responsibilities arising from child protection legislation, in particular, the requirement under the *Child Protection (Working with Children) Act 2012*, and the Child Protection (Working with Children) Regulation 2013 to inform the organisation if they have been convicted of a serious sex offence.
5. identify any volunteer or paid positions working for or on behalf of NSWERA which require a Working with Children Check and ensure that people who may fill these positions provide the required documentation.

EXPECTATIONS

Administrators, officials, members and volunteers often have a high level of contact with children in the sporting environment and play a major part in the successful operation of sporting activities.

Officials and volunteers are often seen as role models. They have significant influence on the children they come into contact with and therefore have significant responsibilities.

NSWERA expects that all officials and volunteers whether paid or unpaid, who participate in organised sport under the banner of this Organisation will commit to implementing risk management strategies developed by NSWERA for child protection and intervention.

POLICY REVIEW

The NSW ERA Child Protection and Intervention Policy and Guidelines will be reviewed annually and updated in line with any legislative changes that have significant impact on the manner in which child protection and intervention issues are to be dealt with.

Signed



Secretary NSWERA Inc

15 June 2017

NOTIFICATION PROCEDURES FOR ALLEGATIONS OF CHILD ABUSE

RATIONALE

NSW ERA acknowledges that issues regarding child abuse and the reporting of allegations of child abuse is highly sensitive, and should be dealt with in a confidential manner.

NSW ERA has developed these notification procedures to ensure that confidentiality is maintained throughout the process and that consistent procedures for reporting are encouraged.

NSW ERA will be proactive in its role to protect children and encourage an open environment that allows officials (including volunteers) and members to be aware of their rights and responsibilities within the Organisation.

CHILD PROTECTION OFFICER

To deal appropriately with these issues and to ensure that the confidentiality of all parties involved is maintained, one person within NSW ERA will be designated as the **Child Protection Officer**. This person will be a member of the State Management Committee.

The **child protection officer** is responsible for reporting any allegations of child abuse that occur in NSW ERA to the local branch of the Department of Community Services (DoCS), and the NSW Police Service.

If the child protection officer is not available then the most senior person within NSWERA should be notified, i.e. **the President**.

Child Protection Officer:

Name: Peter Bice

Position: Vice President

Mobile: 0418 275 675.

WHAT SHOULD BE REPORTED?

Some incidents may seem minor, however, they may in fact reveal more serious concerns of misconduct or a pattern of behaviour that requires further scrutiny. All people associated with NSWERA should be aware of the indicators for child abuse and sexual abuse so that they may make an informed decision on what to report.

Anyone who suspects on reasonable grounds that a child or young person is at risk of harm should report it to the Child Protection Helpline on 133 111. If immediate danger is present, call NSW Police on 000.

INVESTIGATION

If an incident of child abuse occurs in NSWERA it is not the responsibility of persons within NSW ERA to determine whether the allegation is true or false. This responsibility belongs with NSW Family and Community Services. Allegations made to the Child Protection Officer which are based on reasonable grounds will be reported to Family and Community Services.

CONFIDENTIALITY

All matters regarding allegations of child abuse are to be treated as confidential. The person designated as the Child Protection Officer is the contact person for any incident involving allegations of child abuse. This is essential for confidentiality. Confidentiality protects all individuals involved, the alleged victim, alleged offender, and the person making the notification.

NSW ERA will

1. Report any allegations of harm to a child or young person to NSW Family and Community Services via the Child Protection Hotline (132 111) where the allegation appears on reasonable grounds to warrant reporting.
2. ensure that records of all information required to be submitted to Family and Community Services are retained by NSW ERA.
3. maintain confidentiality within the Association, to protect the interests of parties involved in allegations of abuse

NSW ERA will not

1. commence "employing" a person, in a child-related position without first requiring them to provide a current Working With Children Check or disclose that they are a 'prohibited person'
2. commence employing, or continue to employ, in child-related employment, a person that has been identified as a 'prohibited person'.

NOTE: "employee" includes unpaid people working with, or under the banner of the organisation, e.g. ride organisers, checkpoint operators, mentors etc, where they have unsupervised contact with children.