



CHILD SAFETY POLICY

CANBERRA CITY STALLIONS BASKETBALL CLUB

VERSION 1.0

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01 PURPOSE

Canberra City Stallions Basketball Club is committed to providing an environment where every child feels safe, respected, valued and supported to participate in basketball.

The Club believes that every child has the right to enjoy basketball in an environment that is free from abuse, neglect, bullying, discrimination, harassment, grooming and exploitation. Protecting children from harm is fundamental to who we are and is a responsibility shared by every member of our Club.

The purpose of this Policy is to:

- demonstrate the Club's commitment to child safety and wellbeing;
- establish clear expectations for behaviour when interacting with children;
- promote a culture that values respect, inclusion and accountability;
- support the early identification and reporting of child safety concerns; and
- ensure the Club meets its obligations under Basketball Australia's Child Safeguarding Policy, and relevant legislation.

This Policy should be read in conjunction with the Canberra City Stallions Constitution, the Stallion Standard (Code of Conduct), the Communications, Social Media & Digital Conduct Policy, the Complaints, Discipline & Dispute Resolution Policy and any other relevant Club policies.

02 COMMITMENT TO CHILD SAFETY

At Canberra City Stallions, the safety and wellbeing of children is more than a legal obligation, it is a fundamental value that underpins everything we do.

We believe that basketball should be a place where children feel safe, welcome and supported to learn, compete and enjoy the game. Every child deserves to be treated with dignity and respect, to have their voice heard, and to participate in an environment that promotes their wellbeing.

The safety and wellbeing of children always comes before winning games, individual achievement, convenience or the reputation of the Club.

Creating a child safe environment is not the responsibility of one person. Every player, coach, volunteer, committee member, parent, guardian and supporter contributes to the culture of our Club through their actions, behaviour and leadership.

Canberra City Stallions has zero tolerance for conduct that places a child at risk of harm. Concerns regarding the safety or wellbeing of a child will always be taken seriously and responded to appropriately.

The Club is committed to:

- promoting the rights, safety and wellbeing of every child;
- creating an inclusive environment where every child feels respected and valued;
- encouraging children to speak up if something does not feel right;
- listening to children and responding appropriately to their concerns;
- supporting parents and families in creating a positive basketball experience;

- recruiting and supporting suitable coaches, volunteers and officials;
- providing education regarding child safety responsibilities;
- responding promptly to concerns about child safety; and
- continually improving our child safe practices.

Every member shares responsibility for protecting children, promoting their wellbeing, and contributing to a safe, welcoming and inclusive Club environment.

03 SCOPE

This Policy applies to every person involved with Canberra City Stallions Basketball Club, including:

- players;
- coaches;
- team managers;
- committee members;
- volunteers;
- referees and officials engaged by the club;
- parents and guardians;
- spectators;
- life members; and
- any other person representing, or reasonably perceived to represent, Canberra City Stallions.

This Policy applies whenever a person is participating in, attending or representing Canberra City Stallions in connection with Club activities, including:

- training sessions;
- games and competitions;
- representative events;
- tournaments;

- camps and clinics;
- Club meetings;
- social events;
- fundraising activities;
- travel associated with Club activities;
- digital communication; and
- social media or online platforms used in connection with the Club.

Where a person's conduct outside Club activities has a sufficient connection to Canberra City Stallions or may impact the safety of a child or the reputation of the Club, this Policy may also apply.

04 DEFINITIONS

For the purposes of this Policy:

Child means a person under the age of 18 years.

Child Safety means the actions taken to protect children from abuse, neglect, bullying, harassment, grooming, exploitation and any other conduct that may place a child at risk of harm.

Member means every player, coach, assistant coach, team manager, committee member, volunteer, referee, official, parent, guardian, spectator, life member and any other person to whom this Policy applies.

Working with Vulnerable People (WWVP) Registration means registration under the Working with Vulnerable People (Background Checking) Act 2011 (ACT).

05 ROLES & RESPONSIBILITIES

Creating and maintaining a child safe environment requires the commitment of every member of the Club.

The Club

Canberra City Stallions will:

- promote a culture that prioritises child safety and wellbeing;
- maintain and regularly review child safety policies and procedures;
- comply with applicable legislation and Basketball Australia safeguarding requirements;
- support appropriate recruitment, screening and Working with Vulnerable People requirements;
- provide child safety education and information where appropriate;
- promote a culture where children feel safe to raise concerns, are listened to, and are responded to appropriately;
- respond promptly and appropriately to concerns regarding child safety; and
- continually review and strengthen child safety practices.

Committee Members

Committee Members are responsible for providing leadership and ensuring the Club maintains effective governance and oversight of child safety matters.

They are expected to:

- support implementation of this Policy;
- promote a positive child safe culture;
- respond appropriately to child safety concerns;
- ensure child safety is considered when making decisions on behalf of the Club; and
- support continuous improvement of the Club's safeguarding practices.

Coaches, Team Managers & Volunteers

Coaches, Team Managers and Volunteers play an important role in creating a safe environment for children.

They are expected to:

- place the wellbeing of children above competitive outcomes;
- model respectful behaviour at all times;
- maintain appropriate professional boundaries;
- comply with this Policy and all relevant Club policies;
- complete any required screening or Working with Vulnerable People requirements;
- report concerns regarding child safety; and
- contribute to a positive, inclusive and respectful Club environment.

Parents & Guardians

Parents and guardians are important partners in creating a child safe environment.

The Club encourages parents and guardians to:

- support their child's participation;
- encourage respectful behaviour;
- raise concerns where they believe a child may be at risk;
- work collaboratively with coaches and volunteers; and
- comply with Club policies and behavioural expectations.

Players

Every player contributes to a child safe culture by:

- treating teammates, opponents, officials and volunteers with respect;
- including and supporting others;
- speaking up if they feel unsafe or witness inappropriate behaviour;
- following the Stallion Standard; and
- helping create a safe, welcoming and inclusive environment for every participant.

Every Member

Child safety is everyone's responsibility.

Every member of Canberra City Stallions is expected to contribute to an environment where children feel safe, respected and supported.

If a member becomes aware of behaviour that may place a child at risk, they are expected to report their concerns in accordance with this Policy.

06 CHILD SAFE STANDARDS OF BEHAVIOUR

Every member is expected to conduct themselves in a manner that reflects the values of Canberra City Stallions and contributes to a safe environment for children.

Members must:

- act in the best interests of children at all times;
- treat every child with dignity, courtesy and respect;
- act as positive role models through their behaviour;
- encourage participation, learning and enjoyment;
- create an environment where every child feels included;
- maintain appropriate professional boundaries;
- listen respectfully to children and take their concerns seriously;
- respect the privacy of children and their families;
- comply with this Policy and all relevant Club policies;
- report concerns regarding child safety; and
- always place the wellbeing of children above personal interests or sporting success.

Members must not:

- engage in behaviour that is abusive, intimidating, discriminatory or degrading;
- bully, harass or victimise a child;
- groom or attempt to establish an inappropriate relationship with a child;
- ignore or dismiss concerns raised by a child;
- use physical punishment or unnecessary physical force;
- expose children to inappropriate language, behaviour or material;
- communicate with children in ways that are secretive or inappropriate;
- favour individual children in ways that create inappropriate dependency;
- consume alcohol or illicit drugs while responsible for supervising children; or
- engage in any conduct that places a child at risk of harm.

Professional Boundaries

Adults involved with the Club must maintain appropriate professional boundaries with children at all times.

Relationships with children should always be based on trust, respect and the legitimate purpose of participation in basketball.

Adults should avoid situations that could reasonably be misinterpreted or compromise the safety of a child or themselves. Wherever practicable, interactions with children should occur in open, transparent and observable environments.

Physical Contact

Basketball sometimes requires appropriate physical contact for coaching, injury management or safety.

Any physical contact with a child must always be:

- appropriate;
- respectful;
- necessary;
- for a legitimate coaching, safety or welfare purpose;
- explained beforehand where practicable; and
- acceptable to the child.

Physical contact must never be excessive, unnecessary or inconsistent with professional boundaries.

Supervision

Children participating in Club activities should be appropriately supervised at all times, having regard to their age, maturity and the nature of the activity being undertaken.

Coaches and volunteers should take reasonable steps to ensure children remain safe during training, games and other Club activities.

Parents and guardians remain responsible for their children before activities commence and after they conclude unless alternative arrangements have been made.

One-on-One Situations

Where possible, interactions with children should occur in open and observable environments.

Private meetings or individual coaching sessions should only occur where appropriate, for legitimate basketball purposes and, wherever practicable, with the knowledge of another responsible adult or parent.

Change Rooms & Transport

Adults should respect the privacy and dignity of children when using change room facilities and avoid being alone with children where possible.

Where transport is required in connection with Club activities, parents or guardians should be responsible whenever practicable. If a Club representative transports a child, the arrangement should be transparent, appropriate and undertaken with the knowledge and consent of the child's parent or guardian.

07 DIGITAL COMMUNICATION, SOCIAL MEDIA & IMAGES

Canberra City Stallions recognises that digital communication plays an important role in coordinating teams, sharing information and celebrating participation.

All communication involving children must be respectful, transparent and directly related to legitimate Club activities.

Wherever practicable:

- parents or guardians should be included in communications involving children;
- team communication should occur through approved Club platforms or team group chats;
- communication should relate only to basketball or Club matters;
- messages should be appropriate and sent at reasonable times; and
- online interactions should reflect the same standards of behaviour expected in person.

Members must not:

- engage in secretive or inappropriate private communication with children;
- request or share inappropriate photographs, videos or messages;
- use digital communication to bully, intimidate, harass or exploit a child;
- publish images or information that may place a child at risk; or
- use social media to develop inappropriate relationships with children.

Photographs and videos should only be taken or shared for legitimate Club purposes and in a manner that respects the privacy, dignity and safety of children.

Members are expected to comply with the Club's Communications, Social Media & Digital Conduct Policy when communicating or publishing content online.

08 RECRUITMENT, SCREENING & EDUCATION

Canberra City Stallions is committed to ensuring that people working with children are suitable for their role and understand their child safety responsibilities.

The Club will take reasonable steps to recruit, appoint and support coaches, volunteers and officials who demonstrate appropriate values, integrity and a commitment to child safety.

Where required by law, individuals undertaking child-related roles must hold and maintain a valid Working with Vulnerable People (WWVP) Registration before commencing those duties.

The Club may:

- verify WWVP registration where required;
- provide child safety information and induction for coaches and volunteers;
- encourage participation in Basketball Australia safeguarding education;
- communicate changes to child safety requirements or legislation; and
- take appropriate action where a person no longer satisfies the requirements of a child-related role.

Creating a child safe environment requires ongoing education, awareness and shared responsibility.

09 REPORTING & RESPONDING TO CHILD SAFETY CONCERNS

Every member of Canberra City Stallions has a responsibility to report concerns where they reasonably believe a child may be at risk of harm.

Members are not expected to investigate child safety concerns. Their responsibility is to recognise concerns, respond appropriately and report them. If in doubt, members should report the concern rather than dismiss it. It is not the responsibility of Club members to determine whether abuse has occurred.

Members should not promise confidentiality to a child making a disclosure, as information may need to be shared with appropriate people in order to protect the child's safety and wellbeing. Wherever possible, this should be explained to the child in an age-appropriate and supportive manner.

Child safety concerns may include, but are not limited to:

- abuse or neglect;
- bullying or harassment;
- grooming or inappropriate relationships;
- discrimination;
- unsafe behaviour;
- online exploitation; or
- any conduct that places a child at risk of harm.

Concerns should be reported as soon as practicable to the Club President, another Committee Member, or any other appropriate person within the Club.

Where appropriate, the Club may refer matters to Basketball ACT, Basketball Australia, police, child protection authorities or another relevant agency.

Where a child is believed to be at immediate risk of harm, emergency services or the appropriate government authority should be contacted without delay.

The Club will:

- treat all child safety concerns seriously;
- prioritise the safety and wellbeing of the child;
- respond respectfully and appropriately;
- maintain confidentiality where appropriate;
- cooperate with relevant authorities; and
- support any person who raises a genuine child safety concern.

Canberra City Stallions will not tolerate retaliation or victimisation against any person who, in good faith, reports a child safety concern or participates in a child safety process.

10 BREACHES OF THIS POLICY

Failure to comply with this Policy may result in disciplinary action.

Depending on the nature and seriousness of the conduct, the Club may:

- provide education or guidance;
- issue a warning;
- impose conditions on participation;
- suspend or remove a person from a coaching, volunteer or official role;
- suspend or terminate membership in accordance with the Club Constitution;
- refer the matter to Basketball ACT or Basketball Australia; and/or
- report the matter to police, child protection authorities or another appropriate authority where required.

Nothing in this Policy prevents the Club from taking immediate action where necessary to protect the safety and wellbeing of a child.

11 RELATED DOCUMENTS

This Policy should be read in conjunction with:

- Canberra City Stallions Constitution;
- Stallion Standard (Code of Conduct);
- Communications, Social Media & Digital Conduct Policy;
- Complaints, Discipline & Dispute Resolution Policy;
- Basketball Australia Child Safeguarding Policy;
- Basketball Australia National Integrity Framework; and

Where there is any inconsistency between this Policy and applicable legislation, the legislation will prevail.

12 REVIEW

This Policy will be reviewed by the Committee at least every two (2) years, following any significant child safety incident, or earlier if required due to legislative changes, amendments to Basketball Australia's Child Safeguarding Policy or National Integrity Framework, or where the Committee considers a review necessary.

Members are encouraged to provide feedback to assist the Club in continually strengthening its child safety practices.

OUR CHILD SAFETY COMMITMENT

Every child has the right to enjoy basketball in an environment where they feel safe, respected, included and supported.

Canberra City Stallions is committed to fostering a culture where the safety and wellbeing of children is everyone's responsibility. Every player, coach, volunteer, committee member, parent and supporter contributes to creating an environment where children are valued, heard and protected.

By living The Stallion Standard, leading with integrity and always placing the safety and wellbeing of children above all other considerations, we honour the trust placed in our Club and ensure basketball remains a safe, positive and enjoyable experience for every child.

GOVERNANCE STATEMENT

This Policy establishes the minimum standards expected of all members and supports Canberra City Stallions' commitment to protecting children and promoting their wellbeing.

Nothing in this Policy limits the Committee from exercising any power or discretion available to it under the Constitution where it reasonably considers such action necessary to protect the safety, wellbeing or best interests of a child, or the integrity of Canberra City Stallions Basketball Club.



For more information visit
www.canberracystallions.com
