

Gymnastics NSW
Start Here,
Go Anywhere!

GNSW Child Safety Workshop
June 2021

Before We Start

The following information relates to information about child abuse. You may find the content distressing or disturbing. Recommend seeking support from a colleague if you feel overwhelmed. Strongly advise taking time after the today's meeting to “debrief” with others.



Today's Topics

1. What governs and guides child safe practices in gymnastics in NSW?
 - The LAW
 - UN Rights of the Child
 - 10 Child Safe Standards
 - GA/GNSW & Child Safety and Member Protection Policies and
 - Child Friendly Codes of Behaviour

- 2 Identifying Forms of Abuse
 - Definitions and Indicators

3. Receiving an Allegation

4. Reporting

What governs and guides Child safe practices in Gymnastics in NSW?

NSW Care and Protection Act

Children and Young Persons (Care and Protection) Act 1998 (NSW)

Adoption Act 2000 (NSW)

Advocate for Children and Young People Act 2014 (NSW)

Child Protection (International Measures) Act 2006 (NSW)

Child Protection (Offenders Prohibition Orders) Act 2004 (NSW)

Child Protection (Offenders Registration) Act 2000 (NSW)

Child Protection (Working with Children) Act 2012 (NSW)

Crimes (Domestic and Personal Violence) Act 2007 (NSW)

Industrial Relations (Child Employment) Act 2006 (NSW)

Ombudsman Act 1974 (NSW)

Young Offenders Act 1997 (NSW)

UN International Rights of the Child

- Protection of Privacy
- Best Interests of the Child
- Respect for Childs Views
- Sharing thoughts freely
- Protection from Harmful Drugs
- Protection from Sexual Abuse
- Everyone must know Children's Rights



OCG Child Safe Standards

[GNSW Child Safety and Wellbeing](#)



Acknowledge &
Understand
Children's Rights



GA & GNSW Child Safety & Member Protection



- Read and Understand Policies
- Read & Sign Safeguarding Commitment

GA Child Safety & Member Protection	https://www.gymnastics.org.au/GA/Child_Safety/Child_Safe_Policy_Codes/Ga/Child_Safety/Child_Safe_Policy_Codes.aspx?hkey=09a19c84-77bf-4dec-a38d-5fe89b1ec92e
GNSW Child Safety & Member Protection & Codes of Behaviour	http://www.gymnsw.org.au/NSW/About_Us/Our_Policies/NSW/About/Our_Policies.aspx?hkey=c6422de4-e75e-4830-86f0-86c34c0fb4d8
Child Safe Reporting Flow Chart	https://www.gymnastics.org.au/images/national/About_Us/By_laws_Policies_Tech_Regs/CSP_Complaints_Handling_Process_0219.pdf
Child Friendly Codes of Behaviour	http://www.gymnsw.org.au/NSW/Child_Safe/Code_of_Behaviour/Ga/Child_Safety/Codes_of_Behaviour.aspx?hkey=d9cb6e17-c712-4854-9a69-9ae1a4c0088e

Respectful Culture and Safe Training Environment – Best Interests of the Child



Child Safety Item on all staff meetings

Interpersonal relationships in the gym

- How to encourage continuous exchanges and mutual trust
- How to listen to athletes' feelings
- What can and cannot be told
- How to improve politeness and good manners

Keeping Gymnastics Enjoyable

- How to treat training exciting – playing with apparatus
- How to push one's limits without body and soul (mind and spirit)

The coach's role and responsibilities

- Duties and obligations are limited to gymnastics coaching
- How to help athletes reach their goals without pushing them too hard
- Respecting medical advice and parental authority
- Reporting abuse and harm (incl self harm)

Protecting gymnasts and coaches from external pressure

- How to establish a clear separation between training and management
- Benefits of using a neutral mediator

Identifying Child Abuse



- Display CSR/ MPIO
- Display child friendly posters

If you see something... Suspect something.. Say something.....

Some signs that a child is experiencing abuse or violence are more obvious than others. Trust your instincts. **Suspected abuse** is enough of a reason to **raise an issue or concern** with GNSW Compliance Manager to determine how to handle the matter. **You do not need proof.**

Two types of disclosure; **Direct and Indirect Disclosures**

Start Here, Go Anywhere!

Forms of Abuse

GA Child Safe Policy Identifies 9 Forms of Abuse

Bullying

Emotional or psychological

Family Violence

Grooming

Harm

Neglect

Physical Abuse

Sexual Abuse

Sexual Exploitation



Definition and Indicators of abuse

Harm

Grooming

Bullying

Emotional or psychological abuse

Physical abuse

Significant Harm

Harm to a child is any **detrimental effect** of a significant nature on the physical, psychological or emotional wellbeing. It is **immaterial how the harm is caused**.

- Physical, psychological or emotional abuse or neglect
- Sexual abuse or exploitation
- A single act, omission or circumstance or
- A series or combination of acts, omissions or circumstances.



Adverse impact on the child's
safety, welfare or wellbeing

Grooming

Definition

Grooming is when a perpetrator builds a relationship with a child with the view to abusing them at some stage.

Can happen online or in person

Indicators

- Unexplained gifts/toys doesn't want to talk about where they got them from
- Withdrawal from group or friends, spends more time alone doesn't want to talk about how they are spending their time
- Secrecy of use of phone/ computer is receiving a lot of messages
- Talks a lot about a particular adult

Signs someone is grooming a child and or their parents

Signs

Often involves gaining trust of child, family's and carers.

Indicators

- Offers to babysit or do other tasks outside of normal job role
- Offers to mentor or individually coach a child
- Buys gifts for the family/ child
- Plays innocently with child in non sexual ways – tickling, cuddling, wrestling
- Inappropriate touching of child whilst spotting
- May be flirtatious or try and start a relationship with parent
- Takes photos of child on personal devices

Bullying

Definition

Bullying involves the inappropriate use of power

- **Verbal** (name calling, put downs, threats)
- **Physical** (hitting, punching, kicking, scratching, tripping, spitting)
- **Psychological** (spreading rumours, stalking, dirty looks, hiding or damaging possessions)

Indicators

- Change in normal behaviours
- Withdrawal from group or individual
- Avoidance of tasks
- Oppositional behavior

Emotional or Psychological Abuse

Definition

Emotional or psychological abuse occurs when a child does not receive the attention they need and the behaviours continue to an extent that results in significant damage to the child's physical, intellectual or emotional wellbeing development

- May involve **repeated rejection** or **threats**
- Constant **criticism, teasing, ignoring, threatening, yelling, scapegoating, ridicule or continual coldness**

Indicators

- Change in normal behaviours
- Reluctant to attend an activity at a particular club or organization
- Tired, lethargic
- Aggressive behavior
- Lack of social skills
- Poor peer relationships
- Demonstrating fear
- Attention or risk taking behaviour

Physical Abuse

Definition

When a child is subjected to non accidental physically aggressive acts. Physically abusive behaviour includes not limited to

- Shoving, hitting, slapping, shaking, throwing, kicking, punching, biting, burning
- Excessive and physically harmful over training.

Indicators

- Chronic Anxiety, nervous, hyperactive, aggressive disruptive
- Emotional and social withdrawal
- Fear of particular adults
- Excessive Bruising
- Recurrent Injuries

Receiving a Child Safety Concern, Allegation or Breach of Child Safe Code of Conduct

[https://www.gymnastics.org.au/images/national/About Us/By
laws Policies Tech Regs/CSP Complaints Handling Process 0
219.pdf](https://www.gymnastics.org.au/images/national/About%20Us/By%20laws%20Policies%20Tech%20Regs/CSP%20Complaints%20Handling%20Process%200219.pdf)

IMPORTANT

If you believe a child is in immediate danger or a life threatening situation contact police immediately on **000**

LISTEN & ACT

Steps DO NOT INVESTIGATE	You
Receive the allegation Be a listener Try not to express shock, panic, disbelief or judgement Remain Calm	“That he or she is not the cause of your distress” “I feel upset because adults are meant to care for children not hurt them”
Let the child use their own words to explain	Do not lead the conversation or put words in their mouth Listen supportively having empathy is most important
Be clear about what they are telling you, allow them time to tell you but do not quiz	“You are brave to talk about something so difficult”
Reassure the child that what has occurred is not their fault	“What has happened is not your fault” “I am going to help you”
Have the conversation away from others	“Can you tell me more about what happened” “can you tell me their name”/s”
Explain in order for them to be safe you will need to report what they have told you to someone else	“You are right to tell me. So I can help keep you safe I have to tell I want you to know you are not in trouble and we are going to make sure this doesn’t happen to you again.”
Do not put the child back into the same situation	“Is there someone that you would like to be with (a parent, friend, coach etc)” If they are comfortable with you keep them with you

Next Steps..... Documenting and Record Keeping

If child risk of serious harm or life threatening situation	Call 000
Complete Mandatory Reporting Guide (MRG)	MRG (click on MRG link)
Accurately Record the Allegation <i>Attachment C: Confidential record of Child abuse Allegation Form</i>	http://www.gymnsw.org.au/NSW/Child_Safe/Report_a_Concern/NSW/Child_Protection/Child_Safety/Report_a_Concern.aspx?hkey=44f3371b-cbab-46ff-b8f8-ee7621e6004a

Next Steps..... Reporting

If child risk of serious harm or life threatening situation	Call 000
Contact GNSW Child Safe Hotline	0488 111 260 (weekends and after hours included)
Child Protection Helpline	13 2111
Cyberbullying, Image based Abuse, Illegal Harmful Content	<u>Report abuse eSafety Commissioner</u>

Keep your Child Safety Journey Going....

- **Identify your gaps in knowledge and practice**
 - Contact your CRDO
- **Book more training**
- **Access Free Resources**
 - Office of Children's Guardian
 - Gymnastics Australia & Gymnastic NSW
 - Play by the Rules – MPIO training
 - **The Y Stay Safe Online Program**



Gymnastics

New South Wales

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