

## Child Safety Policy

**Aussie Gems Dance, Gymnastics & Cheerleading is committed to keeping children safe.**

- Through our Child Safe Policy and Member Protection Policy, we document our clear commitment to keeping children safe from abuse and neglect.
- We communicate our commitment statement to everyone on our website.

**We promote equity and respect diversity.**

- Aussie Gems Dance, Gymnastics & Cheerleading works to understand everyone's differences and provide additional support those that need it most.
- We give all children access to information, support, and complaints processes.
- We consider the needs of all children, particularly Aboriginal and Torres Strait Islander Children<sup>1</sup>, children with a disability, LGBTQI children and children from culturally and linguistically diverse backgrounds.

**Our people that work for and with us know the behaviour we require.**

- Aussie Gems Dance, Gymnastics & Cheerleading work to ensure that everybody involved in our sport to children understands their role and the behaviour we require in relation to keeping children safe from abuse and neglect through obeying and doing what our Child Safe Policy, Member Protection Policy and National Child Safe Principles say we must do.
- Our job descriptions clearly say what we must do and what our child safe requirements are.
- Everyone has a Code of Behaviour that outlines our expectations for behaviour towards children.

**Aussie Gems Dance, Gymnastics & Cheerleading minimises the likelihood of recruiting a person who is unsuitable.**

- Aussie Gems Dance, Gymnastics & Cheerleading have processes in place to minimise the likelihood that we will recruit staff or contractors who are unsuitable to work with children.
- We will meet the requirements of the relevant Australian Child Protection Law and Legislation.
- All staff over the age of 18 must have a "NSW Working with Children Check" when working directly with children in a coaching role. It is highly recommended staff in admin and café also obtain a WWCC.

**Induction and training are part of our commitment.**

- Aussie Gems Dance, Gymnastics & Cheerleading provides all new employees and contractors with information about our commitment to Child Safety including our Child Safe Policy, Member Protection, Child Safe Behaviours, Child Safe Professional Behaviours and Responding to Child Abuse Allegations.
- We support ongoing education and training for our staff to ensure child safe information is provided and updated as required.

We ensure that our people have up-to-date information relevant to specific legislation applying in the state or territory they are based in or where they may travel to as a part of their duti



We teach our people what the signs of harm or abuse are, what to look out for and where they can get help and how to give help to anyone that needs it.

**We encourage the involvement of children and their families.**

- Aussie Gems Dance, Gymnastics & Cheerleading involves and communicates with children and their families in developing a safe, inclusive, and supportive environment.
- We provide information to children and their families about:
  - our commitment to keeping children safe and communicating their rights.
  - the behaviour we expect of our people, contractors and of themselves.
  - our policy about responding to child abuse and any risk of harm.
  - 10 National Child Safe Principles
- We have processes for encouraging two-way communication with children and families.
- We seek everyone's feedback and have a process for responding.
- We respect diversity and seek to facilitate respectful effective communication and involvement.

**It is everyone's responsibility to speak up and speak out. All our people must understand their responsibility for reporting child abuse.**

- Aussie Gems Dance, Gymnastics & Cheerleading Child Safe Policy requires everyone to:
  - **See something, suspect something, say something**, and report any allegation, disclosure or concern regarding Child abuse or neglect.
  - Meet any legal or industry reporting requirements.
  - Follow a process when reporting abuse or neglect.
  - All staff, volunteers and students have a more senior officer assigned to support and supervise their work.
  - Any complaint is to be referred to management, and the correct complaint management documentation is issued.
  - Employees should report to their immediate supervisor for the section, which can then be further escalated if appropriate to the owners. However, all employees can report directly to the owners if preferred.
- We document any allegation, disclosure or concern regarding Child abuse and monitor responses to all allegations, disclosures, or concerns.

**We keep checking and improving our policies and practices.**

- Aussie Gems Dance, Gymnastics & Cheerleading are committed to maintaining and improving our policies, procedures, and practices to keep children and young people safe from abuse or neglect.
- We have assigned responsibility for maintaining and improving our policies and procedures to our CEO, Compliance Manager and National Child Safety Committee
- We observe our staff and contractors to ensure they behave respectfully, and policies are followed.
- We require our staff and people who work for us to speak up and let us know when investigations, convictions or charges affecting their suitability to work with children, and we review police records and Working with Children Checks regularly.
- We keep a record of any risks of harm we become aware or have formerly reviewed our service delivery to identify and document potential risks to Children.
- We undertake assessments, at least annually, to identify and document potential risks to Children associated with our delivery of our sport.