



Upper Hunter Team Penning Associated Incorporated
Associations Incorporated Act 2009 (NSW)
ABN: 93 426 974 560

CHILD PROTECTION POLICY

1. Objectives

The objectives of the policy are to:

- a) Outline the organisations commitment to child safety
- b) Outline appropriate standards of behaviour towards children; and
- c) Guide the development of systems and processes that support the prevention and management of child abuse risks

2. Scope

This policy applies to all members of the committee and organisation.
For the purpose of this policy, a child is an individual under the age of 18yrs

3. Authority

This policy supports compliance with the:

- a) The Office of the Children's Guardian Legislation <http://kidsguardian.nsw.gov.au/about-us/who-we-are/our-legislation>

4. Policy

4.1 The organisation is an inclusive and welcoming environment that supports the safety, participation, empowerment and wellbeing of all children. In particular, the organisation will provide a safe environment in which children can participate equally.

4.2 The organisation does not tolerate child abuse in any form, and will:

- a) Take a proactive approach to the prevention of child abuse by identifying, removing and / or reducing risks early; and
- b) Treat all allegations and safety concerns relating to child abuse as a serious matter and acting promptly.



5. Procedural Principles

5.1 All members of the organisation are responsible for promoting the safety, participation, wellbeing and empowerment of children by:

- a) Treating children with respect
- b) Complying with all relevant laws, regulations, policies, procedures and guidelines
- c) Reporting any instance of suspected child abuse: and
- d) Complying with any child safety training, registration or accredited requirements which may be relevant to their duties and or activities

5.2 All committee members of Upper Hunter Team Penning Association Incorporated must hold a current and verified Working with Children Check.

In conjunction to the committee all volunteers, trainers, judges and assistant club persons must also provide a current and verifies Working with Children Check

Cultural Safety

5.3 The organisation will recognise and adopt to the needs of all children and communities

5.5 Where appropriate, the organisation will ensure that information is presented in a child-friendly, culturally sensitive, relevant and accessible manner

Privacy, technology and social media

5.5 All members of the organisation must protect the privacy of children and their families in accordance with the Upper Hunter Team Penning rules

5.6 All members of the organisation must ensure that technology and social media are used appropriately in connection with children, including by:

- a) Obtaining all necessary approvals from parents, guardians, or otherwise in accordance with relevant processes and guidelines
- b) Ensuring that any use of technology and social media is not detrimental to the child or harmful to the child's safety; and
- c) Presenting children in a dignified and respectful manner

5.7 Any member of the organisation who photograph or film children, or use images of children, for promotional purposes must:

- a) Obtain informed consent from the parent or guardian of the child and, where appropriate, directly from the child
- b) Ensure that the consent and purpose of the photographs, films and video material are appropriate in accordance with section 5.6



Child Abuse

5.8 All members of the organisation must avoid actions or behaviours that could be mislabeled as child abuse, In particular, members of the organisation have a positive duty to avoid:

- a) Using language or behaviour towards children that is inappropriate, harassing, abusive, sexual, demeaning or culturally inappropriate;
- b) Exploiting or harassing children in any way;
- c) Engaging in unauthorised personal contact with children, including through social networking sites; or
- d) Developing special relationships that could be seen as favouritism

5.9 All members of the organisation must immediately report any concern or allegations of child abuse or non-compliance with this policy

5.10 A failure to comply with sections 5.8 or 5.9 may constitute a criminal offence and result in serious penalties

Responding to and reporting child abuse

The organisations committee is responsible for establishing and implementing processes for responding to and reporting suspected child abuse

6. Definitions

CHILD Means a person who is under the age of 18yrs

CHILD ABUSE Means any act committed against a child involving

- a) Physical violence (including threats or physical violence)
- b) Sexual abuse
- c) Serious emotional or psychological abuse; or
- d) Serious neglect

CHILD SAFETY in the context of this policy, means measures to protect children from child abuse

MEMBERS OF ORGANISATION Means:

- a) Financial members, including committee
- b) Life members
- c) All other individuals engaging in activities reasonably connected with the organisation, including contractors, consultants, volunteers, trainers and visitors



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Policy Approver

Committee of, Upper Hunter Team Penning Associations Incorporated

Review Date

Policy will be reviewed on a yearly basis at the clubs AGM