



## Keysborough Basketball Association Child Safe Policy and Procedures

### Our commitment to child safety

Keysborough Basketball Association is committed to child safety. We want children to be safe, happy, and empowered. We support and respect all children, as well as our staff and volunteers. We are committed to the safety, participation, and empowerment of all children.

We have zero tolerance of child abuse, and all allegations and safety concerns will be treated very seriously and consistently with our robust policies and procedures.

We have legal and moral obligations to contact authorities when we are worried about a child's safety, which we follow rigorously. Keysborough Basketball Association is committed to preventing child abuse and identifying risks early and removing and reducing these risks.

Keysborough Basketball Association is committed to regularly training and educating our board members, staff and volunteers on child abuse risks.

We are committed to the cultural safety of Aboriginal children, the cultural safety of children from culturally and/or linguistically diverse backgrounds, and to providing a safe environment for children with a disability.

We have specific policies and procedures in place that support our board members, staff, and volunteers to achieve these commitments.

If you believe a child is at immediate risk, phone 000.

### **Our children**

This policy is intended to empower children, who are vital and active participants at Keysborough Basketball Association. We involve them when making decisions, especially about matters that directly affect them. We listen to their views and respect what they have to say.

We promote diversity and acceptance at Keysborough Basketball Association, and people from all walks of life and cultural backgrounds are welcome.

We promote the cultural safety, participation, and empowerment of Aboriginal children promote the cultural safety, participation, and empowerment of children from culturally and/or linguistically diverse backgrounds and ensure that children with a disability are safe and can participate equally.

### **Our staff and volunteers**

This policy guides our staff and volunteers on how to behave with children at Keysborough Basketball Association.

All our staff and volunteers must agree to abide by our code of conduct which specifies the standards of conduct required when working with children. All staff and volunteers, as well as children and their families, are given the opportunity to contribute to the development of the code of conduct.

### **Training and supervision**

Training and education are important to ensure that everyone at Keysborough Basketball Association understands that child safety is everyone's responsibility.

Our organisational culture aims for all board members, staff, volunteers, families, and children to feel confident and comfortable in discussing any allegations of child abuse or child safety concerns. We train our board members, staff, and volunteers to identify, assess, and minimise risks of child abuse and to detect potential signs of child abuse.

We also support our board members, staff, and volunteers through ongoing supervision to develop their skills to protect children from abuse and promote the cultural safety of Aboriginal children, the cultural safety of children from linguistically and/or diverse backgrounds, and the safety of children with a disability.

New board members, staff and volunteers will be supervised regularly to ensure they understand Keysborough Basketball Association's commitment to child safety and that everyone has a role to play in protecting children from abuse. This will include checking that their behaviour towards children is safe and appropriate (please refer to Keysborough Basketball Association's code of conduct for information about appropriate behaviour). Any inappropriate behaviour will be reported through appropriate channels, including the Department of Health and Human Services and Victoria Police, depending on the severity and urgency of the matter.