



ICE HOCKEY AUSTRALIA

CHILD SAFE POLICY

AUGUST 2020

Ice Hockey Australia is committed to the safety and wellbeing of all children and young people accessing our service. Ice Hockey Australia supports the rights of the child and will act without hesitation to ensure a child safe environment is always maintained. We also support the rights and wellbeing of staff and volunteers and encourage their active participation in building and maintaining a secure environment for all participants.

1. Definitions

Abuse is a form of harassment and includes physical abuse, psychological and emotional abuse, sexual abuse, neglect, and abuse of power. Examples of abusive behaviour include bullying (inclusive of cyber abuse), intimidation, humiliation, verbal abuse and insults.

Child (also referred to as Young Person) means a person who is under the age of 18 years.

Member means a Registered Individual Member of Ice Hockey Australia.

2. Purpose

Ice Hockey Australia is committed to the safety and wellbeing of all children and maintaining a child safe environment.

Ice Hockey Australia does not tolerate any form of child abuse.

The purpose of this policy is to:

- Articulate our strategies for maintaining a child safe environment and preventing harm to children
- Ensure that the IHA board, Portfolio Directors, Members, coaches and all volunteers are aware of their responsibilities in relation to child safety within our organisation

3. Children's Participation

Ice Hockey Australia will promote the involvement and participation of children and young people in developing and maintaining child-safe environments.

4. Recruitment

Ice Hockey Australia will ensure that the organisation takes all reasonable steps to ensure that it engages the most suitable and appropriate people to work with children (in prescribed positions).

This may be achieved using a range of screening measures. Such measures will aim to minimise the likelihood of engaging (or retaining) people who are unsuitable to work with children.

Ice Hockey Australia will ensure that working with children checks/criminal history assessments are conducted for employees and volunteers working with children, where an assessment is required by law. If a criminal history report is obtained as part of their screening process, Ice Hockey Australia will ensure that the criminal history information is dealt with in accordance with relevant state requirements

5. Complaints Management and Reporting

Ice Hockey Australia will ensure that volunteers and employees are able to identify and respond to children at risk of harm.

Ice Hockey Australia will make all volunteers and employees aware of their responsibilities under respective state laws if they have suspicion on reasonable grounds that a child has been or is being abused or neglected.

In addition to any legal obligation, if any person feels another person or organisation bound by this policy is acting inappropriately towards a child or is breaching the code(s) of practice set out in this policy, they may make an internal complaint. Please refer to the complaints procedure outlined in the Member Protection Policy. This will explain what to do about the behaviour and how Ice Hockey Australia will deal with the problem.

6. Training, Support and supervision of workers

Ice Hockey Australia will ensure that volunteers and employees who work with children and/or their records have ongoing supervision, support and training such that their performance is developed and enhanced to promote the establishment and maintenance of a child-safe environment.

7. Other legislation, industry standards or internal policies

Legislation:

- Child Protection (Working With Children) Act 2012
- Children and Young Persons (Care and Protection) Act 1998
- Child Safe Standards – Office of the Children’s Guardian

Related Policies and Procedures:

- Code of Conducts
- Member Protection Policy

8. Communication

Communication with IHA board, Portfolio Directors, Members and volunteers

Our policy will be given to all IHA board, Portfolio Directors, coaches and IHA volunteers upon commencement of work with Ice Hockey Australia.

Communication with Children, Parents and Members

Our policy will be publicly accessible on our website.

9. Review

This policy will be reviewed annually.



Miranda Ransome - IHA President

Dated: 20th August 2020