



Victorian Soaring Association Inc.

Gliding VicTas Child Safe Standards

CHILD SAFE POLICY

Date created:	24-08-2022				
Audience:	All clubs within Victoria, those who are border clubs and clubs in Tasmania association with the VSA				
Version:	2022:1				
Purpose of Document:	To provide a policy encompassing Child Safe Standards as from 1 July 2022				
Actions:	<ul style="list-style-type: none">• Read and understand.• Ask and ensure that Parents acknowledge that they have read and understand this guide.• Encourage others to read and understand•				
Review:	24-08-2023				
Contact:	The Victorian Soaring Association trading as Gliding VicTas				
Contents:	<table><tr><td>Document</td><td>Page</td></tr><tr><td>Child Safe Policy</td><td>2</td></tr></table>	Document	Page	Child Safe Policy	2
Document	Page				
Child Safe Policy	2				
Other relevant resources (see The Victorian Soaring Association / Governance)	<ul style="list-style-type: none">• VSA Code of Conduct for Dealing with Children• Justice & Community Safety – Child Safe Code of Conduct• VSA Child Safety Statement of Commitment• VSA Child Protection Guidelines• Gliding Australia Child Protection Policy				

The Victorian Soaring Association

CHILD SAFE POLICY

1. INTRODUCTION

- 1.1. The Victorian Soaring Association is committed to ensuring that children and young people who participate in its activities have a safe and happy experience. The Victorian Soaring Association supports and respects children, young people, staff, volunteers and participants.
- 1.2. The aim of The Victorian Soaring Association's Child Safe Policy (the Policy) is to protect the safety of children in our care and prevent abuse from occurring, and in the event that allegations are raised in relation to child abuse, to ensure that the allegations are properly addressed. All complaints will be treated seriously and fully investigated and handled with maximum confidentiality and discretion.
- 1.3. Should a person wish to make any enquiries in relation to this Policy, please contact the (The Victorian Soaring Association, Mr. Peter Webster, VSA Secretary, Email: secretary@victas.glidingaustralia.org).

2. POLICY STATEMENT

- 2.1. The Victorian Soaring Association is committed to providing the highest level of safety for all involved with sailplane gliding. This includes protecting members' privacy, promoting positive behaviours and attitudes, protecting the health safety and wellbeing of members, particularly children and delivering the Victorian Soaring Association's activities while acting in the best interests of children in the sport.
- 2.2. Specifically, The Victorian Soaring Association considers that the health, safety and wellbeing of children take priority over all other competing considerations. The Victorian Soaring Association considers that this is necessary to ensure the health, safety and welfare of all members and protect the image and reputation of the sport, The Victorian Soaring Association and its members.
- 2.3. The Victorian Soaring Association has a zero tolerance approach to child abuse and is committed to promoting and protecting children from abuse and neglect to the greatest extent possible. All children have equal rights to protection from child abuse, regardless of their sex, religion, disability or sexual orientation etc.
- 2.4. Child protection is a shared responsibility between the Victorian Soaring Association, its employees, workers, contractors, associates, parents/guardians, coaches, spectators, volunteers and members of the Victorian Soaring Association community. Everyone that participates in the Victorian Soaring Association's activities is responsible for the care and protection of children, and reporting information about child abuse.
- 2.5. The Victorian Soaring Association supports the active participation of all children. It listens to their views, respects their views and involves them when making decisions, where appropriate, especially about matters that will directly affect them (including their safety).
- 2.6. The Victorian Soaring Association is also committed to the cultural safety of Aboriginal children, and those from culturally and/or linguistically diverse backgrounds, and to providing a safe environment for children living with a disability.

2.7. The Victorian Soaring Association promotes fairness and consideration for all staff, volunteers and participants. For further details please refer to the [Gliding Federation of Australia Member Protection Policy](#).

3. SCOPE

3.1. This Policy applies to everyone involved in or connected to gliding, including (but not limited to) participants, parents, spectators, contractors, officials, coaches, judges and staff throughout all the Victorian Soaring Association events and activities.

3.2. This Policy will continue to apply retrospectively to a person or Member following the cessation of their association or employment with the Victorian Soaring Association.

4. RELATED DOCUMENTS & LEGISLATIVE REQUIREMENTS

4.1. This Policy must be read in conjunction with:

4.1.1. the laws of the Commonwealth and Victoria (as amended from time to time) including but not limited to:

4.1.1.1. Children, Youth and Families Act 2005 (Vic)

4.1.1.2. Child Wellbeing and Safety Amendment (Child Safe Standards) Act 2015 (Vic)

4.1.1.3. Crimes Act 1958 (Vic); and

4.1.1.4. Working with Children Act 2005 (Vic)

4.1.2. The Victorian Soaring Association utilises the policies and procedures of the Gliding Federation of Australia, including but not limited to:

4.1.2.1. [National Gliding Integrity Framework](#);

4.1.2.2. [Privacy Policy](#);

4.1.2.3. [Member Protection Policy](#);

4.1.2.4. [Grievance and Discipline Policy & Procedures](#);

4.1.2.5. [Social Media Policy](#);

4.1.2.6. [Discrimination and Bullying Policy](#);

4.1.2.7. [Inclusion and Diversity Policy](#)

5. DEFINITIONS

5.1. **Child** means a person involved in the activities of The Victorian Soaring Association (including athletes) and under the age of 18 years unless otherwise stated under the law applicable to the child (eg, for the purposes of child sexual offences in Victoria, a “child” refers to a person under the age of 16 years).

- 5.2. **Child Abuse** is the mistreatment of a Child or Young Person that has Harmed, is Harming or is likely to Harm or endanger that Child or Young Person's physical or emotional health, development or wellbeing and the Child has not, or is not likely to be protected by the parent(s) or guardian(s). For the avoidance of doubt, this includes but is not limited to Emotional or Psychological Abuse, Bullying, Grooming, Sexual Exploitation, Neglect and Harassment.
- 5.3. **Child protection** means any responsibility, measure or activity undertaken to safeguard children from Harm.
- 5.4. **Grooming** is a term used to describe what happens when a perpetrator of Abuse builds a relationship with a Child with a view to abusing them at some stage. There is no set pattern in relation to the Grooming of Children. For some perpetrators, there will be a lengthy period of time before the Abuse begins. The Child may be given special attention and what starts as an apparently normal display of affection, such as cuddling, can develop into sexual touching or masturbation and then into more serious sexual behaviour. Other perpetrators may draw a Child in and Abuse them relatively quickly. Some abusers do not groom Children but Abuse them without forming a relationship at all. Grooming can take place in any setting where a relationship is formed, such as leisure, music, sports and religious activities, or in internet chatrooms, in social media or by other technological channels.
- 5.5. **Harm** means Harm to a person or a Child is any detrimental effect of a significant nature to the person or Child's physical, psychological or emotional wellbeing. It is immaterial how the harm is caused. Harm can be caused by:
- Physical, Psychological or Emotional Abuse or Neglect;
 - Sexual Abuse or Exploitation;
 - a single act, omission or circumstance; and
 - a series or combination of acts, omissions or circumstances.
- 5.6. **Sexual offence** (in Victoria) means a criminal offence involving sexual activity or actions of indecency or any act which exposes a child under the age of 16 years to, or involves a child under the age of 16 years in, sexual activity or matters beyond his or her understanding or contrary to accepted community standards. Sexually offence behaviours can include the fondling of genitals, masturbation, oral sex, vaginal or anal penetration by a penis, finger or any other object, fondling of breasts, voyeurism, exhibitionism, and exposing the child to or involving the child in pornography. It includes grooming, which includes actions deliberately undertaken with the aim of befriending and establishing an emotional connection with a child under the age of 16 years (or their carer, family or supervisor) to lower their inhibitions and prepare them for engagement in a sexual offence.
- 5.7. **Mandatory reporter** means a person who is legally required to make a report to the Department of Health and Human Services or the Police if they form a belief on reasonable grounds that a child is in need of protection. It includes (but is not limited to) teachers, principals, registered psychologists, nurses, doctors and midwives.

6. RECOGNISING AND REPORTING CHILD ABUSE

- 6.1. A person may, in the course of participating in the sport or other activities of The Victorian Soaring Association or carrying out their work, form a belief on reasonable grounds that a child is in need of protection from child abuse.
- 6.2. If a person is concerned about an immediate risk to a child's safety, the person must phone Victoria Police on "000" as soon as practicable.

6.3. Specific types of **Child abuse** include:

- 6.3.1. **Physical abuse:** occurs when a child has suffered, or is likely to suffer, significant Harm as a result of a physical injury, such as a non-accidental physical injury.
- 6.3.2. **Sexual abuse:** occurs when a child has suffered, or is likely to suffer, significant Harm as a result of sexual abuse, such as when a child is exploited, or used by another for his or her sexual gratification or sexual arousal, or for that of others.
- 6.3.3. **Emotional and psychological abuse:** occurs when a child has suffered, or is likely to suffer, emotional or psychological Harm of such a kind that the child's emotional or intellectual development is or is likely to be significantly damaged; and
- 6.3.4. **Neglect:** occurs when a child's physical development or health has been, or is likely to be significantly damaged. It refers to an omission, such as depriving a child of food, clothing, warmth, hygiene, intellectual stimulation, supervision and safety, attachment to and affection from adults, or medical care.

6.4. **Mandatory Reporters**

- 6.4.1. Select classes of people in the community (including teachers, nurses and doctors – amongst others) are required by law to report to the Child Protection Unit of the Department of Health and Human Services (DHHS) where they have formed a belief, on reasonable grounds, that a child is in need of protection because they have suffered (or are likely to suffer) significant harm due to physical or sexual abuse.
- 6.4.2. This report must be made as soon as practicable, and after each occasion where he or she becomes aware of further reasonable grounds for the belief.

6.5. **Reasonable grounds for belief**

- 6.5.1. A reasonable belief is formed if a reasonable person believes that:
 - 6.5.1.1. the child is in need of protection;
 - 6.5.1.2. the child has suffered or is likely to suffer significant harm as a result of physical or sexual injury; and
 - 6.5.1.3. the child's parents are unable or unwilling to protect the child.
- 6.5.2. To form a reasonable belief, you should consider and objectively assess all the relevant facts, such as the source of the allegation and how it was communicated, the nature of and details of the allegation, and whether there is any other related matters known regarding the alleged perpetrator.
- 6.5.3. A 'reasonable belief' or a 'belief on reasonable grounds' is not the same as having proof, but is more than mere rumour or speculation.
- 6.5.4. You will have reasonable grounds to notify if:
 - 6.5.4.1. a child states that they have been physically or sexually abused;
 - 6.5.4.2. a child states that they know someone who has been physically or sexually abused (sometimes the child may be talking about themselves);

- 6.5.4.3. someone who knows a child states that the child has been physically or sexually abused;
- 6.5.4.4. professional observations of the child's behaviour or development leads a professional to form a belief that the child has been physically or sexually abused or is likely to be abused; or
- 6.5.4.5. signs of abuse lead to a belief that the child has been physically or sexually abused.

6.6. Voluntary Reporters

- 6.6.1. In addition to the mandatory reporting obligations above, any person who believes on reasonable grounds that a child is in need of protection from any form of child abuse, *may* disclose that information to the Police, DHHS or the Commissioner for Children & Young People (**CCYP**).

6.7. Reporting Child Sexual Abuse

- 6.7.1. If a person receives information that leads them to form a reasonable belief that a sexual offence has been committed in Victoria against a child (under the age of 16 years) by another person (of or over the age of 18 years), the person has a legal obligation to disclose that information to the Police as soon as it is practicable. Individuals who fail to comply with this obligation under the Crimes Act 1958 (Vic) may be subject to a penalty of imprisonment.

6.8. The Victorian Soaring Association Approach to Reports of Abuse

- 6.8.1. The Victorian Soaring Association supports and encourages a person to make a report to the Police, CCYP or DHHS if they form a belief on reasonable grounds that a child is in need of protection, or they are concerned about the safety, health or wellbeing of a child.
- 6.8.2. Any person that makes a report in good faith in accordance with their reporting obligations (whether mandatory or voluntary) will be supported by the Victorian Soaring Association, and will not be penalised by the Victorian Soaring Association for making the report.
- 6.8.3. If a person is uncertain as to whether they should make a report to an external authority in relation to the safety of a child, they may speak to the Victorian Soaring Association President or the Victorian Soaring Association Member Protection Information Officer (MPIO) for guidance and information. If in doubt, ask for assistance.
- 6.8.4. If an allegation is made against a member of staff or volunteer, the Victorian Soaring Association will follow the reporting procedure outlined in Gliding Federation of Australia Complaints and Discipline Policy and take all steps to ensure that the safety of the child and other children is paramount.
- 6.8.5. The Victorian Soaring Association will investigate allegations of inappropriate conduct against a child in accordance with procedural fairness and will handle the allegations in a confidential and sensitive manner to the greatest extent possible.
- 6.8.6. The Victorian Soaring Association will cooperate with the directions of the Police, CCYP and/or DHHS in relation to any investigation conducted by these authorities.

6.8.7. The Victorian Soaring Association will keep a register of any allegations regarding inappropriate conduct.

7. ROLES AND RESPONSIBILITIES OF PERSONNEL PROTECTING CHILDREN

7.1. Personnel involved in protecting children include the board, management, staff and volunteers within the Organisation. Those people have responsibilities in relation to protection of children and are expected to:

- 7.1.1. understand the rights of children, as appropriate to their role;
- 7.1.2. respect the cultural and religious practices of families who access The Victorian Soaring Association's services, programs or events;
- 7.1.3. understand and appropriately respond to the needs of children with developmental delays or disabilities;
- 7.1.4. appropriately act on any concerns raised by children;
- 7.1.5. understand the definitions, indicators and impact of child abuse;
- 7.1.6. at all times, know and follow regulations in relation to the care of children and follow the [Victorian Justice and Community Safety Child Safe Code of Conduct](#);
- 7.1.7. co-operate with police and/or other formal investigations to the best of their ability; and
- 7.1.8. not harm or exploit children who access The Victorian Soaring Association's services.

7.2. The Victorian Soaring Association will appoint a Child Safety Officer or equivalent role that will be the primary point of contact for all concerns related to child safety.

8. RECRUITMENT AND SCREENING

8.1. The minimum standard for background checks of volunteers of the Victorian Soaring Association and its members is the law as it applies in Victoria and aims to:

- 8.1.1. promote and protect the safety of all children who participate in the activities of the Victorian Soaring Association;
- 8.1.2. identify and recruit the safest and most suitable candidates who share the Victorian Soaring Association's values and commitment to protect children; and

8.2. Club delegates are encouraged to provide appropriate evidence (e.g. WWCC or other state equivalent and/or Police check) to show that they are suitable to work with children and young people in a recreational setting. The Victorian Soaring Association requires that:

- 8.2.1. volunteers with regular roles in The Victorian Soaring Association;
- 8.2.2. anyone else who the Victorian Soaring Association feel requires a WWCC due to the nature of the work that they are undertaking for the Victorian Soaring Association.

- 8.3. The type of evidence that an applicant is required to provide to the Victorian Soaring Association will vary depending on the type of position that they are applying for.
- 8.4. The Victorian Soaring Association will exercise discretion and may require committee members to provide a Police check in accordance with the law and as appropriate, before they commence their engagement and during their time with the Victorian Soaring Association in regular intervals.
- 8.5. The Victorian Soaring Association requires that affiliated clubs ensure all staff and volunteers (including coaches and any officials) likely to have contact with athletes (and other children) have a current WWCC, which needs to be signed off annually as part of the affiliation process.
- 8.6. The Victorian Soaring Association requires all affiliated club personnel including owners, Committee Members, Volunteers, Coaches and Judges and anyone else who has contact with children to possess a valid working with children check. Any costs associated with gaining a valid WWCC will be dealt with in a manner determined by that club.

9. SUPPORTING PERSONNEL

- 9.1. The Victorian Soaring Association is committed to ensuring that all committee members, volunteers and contractors receive training to ensure that they understand their responsibilities in relation to child safety.
- 9.2. The Victorian Soaring Association assists its committee members and volunteers to incorporate child safety considerations into decision-making and to promote a culturally safe environment where children are empowered to speak up about issues that affect them.

10. RISK MANAGEMENT APPROACH

- 10.1. Child safety is a part of The Victorian Soaring Association's overall risk management approach.
- 10.2. See [CCYP Guide for Creating a Child Safe Organisation](#).

11. POLICY BREACHES

- 11.1. It is a breach of this policy for any person or organisation to which this policy applies, to have been found to have done anything contrary to this policy. Any person who may breach this policy is subject to the Gliding Federation of Australia discipline process, Member Protection Policy and/or grievance procedure.

12. POLICY PROMOTION

- 12.1. This policy will be made available to all members via the VSA website.
- 12.2. This policy will be communicated to all Committee members via at committee meetings).
- 12.3. References to this policy will be included in documentation provided to all team officials that represent the Victorian Soaring Association.

13. RECORD KEEPING

- 13.1. The Victorian Soaring Association will retain records of reports of child abuse and complaints about child safety.
- 13.2. In maintaining records of reports about child safety, The Victorian Soaring Association will maintain confidentiality and privacy for children and families in accordance with legislation.
- 13.3. The Victorian Soaring Association will appropriately note identified risks to child safety through the record keeping process and will incorporate those into its risk management plan.

14. REVIEW PROCESS

- 14.1. This policy will be reviewed by the Victorian Soaring Association committee on a biennial and in accordance with legislation updates.
-