



*Swimming Gunnedah Incorporated*

# *Child Safe Policy*

## Introduction

Our Policy guides our Members and Coaches on how to behave when interacting and engaging with children as swim members of Swimming Gunnedah Inc (SGI). The policy directs how we build and maintain a child safe environment inclusive of all participants with transparency and integrity.

## Children's Participation

SGI supports a safe environment for children swimming. SGI is committed to hearing our children's comments, opinions and concerns with respect and professionalism. All children's voices are heard and acted upon in matters that directly affect them.

The facility has an open physical environment. Parents/Carers are encouraged to be in earshot and can always have full sight of their child.

## Recruitment of Coaches and Staff

SGI Coaches or stand in staff will only be hired after an extensive interview.

WWC (Nationally and Internationally) check received, and appropriate qualification sought, and references check.

Qualifications and Accreditations must renew within the appropriate time before expiry and are required to undertake regular professional development to maintain and build on their skills.

## Complaints Management & Reporting

SGI promotes a child focused complaints system and encourages children to speak up.

SGI will not tolerate incidents of discrimination, harassment, bullying or child abuse.

Coaches and stand in staff feel supported to raise concerns about child safety and our children feel safe to raise concerns about themselves and their friends.

All complaints are to be recorded in the complaints Record.

**WE NEED TO APPOINT PEOPLE TO HANDLE THE COMPLAINTS AND REPORTING – ADD THEIR NAMES HERE!**

## Communications

Our policy will be discussed during training sessions for all Coaches and Members.

This Child Safe policy will be available to view on our website.

[www.SWIMMING GUNNEDAH SGI WEBSITE](http://www.SWIMMING GUNNEDAH SGI WEBSITE)

Children and parents joining our programs will be informed of the Policy, Code of Conduct and Dealing with Complaints process.

Through Membership of SGI Parents and Carers acknowledge and accept that there will be appropriate physical contact between the Head Coach and the child to ensure swimming skills and confidence in the water are developed.

Personal information provided to SGI Head Coach and Committee Members will be treated confidentially. This information may be used to tailor programs and improve quality of the learning experience.

## Safe Pool Operations & Aquatic Code

SGI is committed to adhering to the guidelines and Codes set down by the Gunnedah Shire Council Memorial Pool Complex.

## Other legislation, industry standards or internal policies

Ten Child Safe Standards – guide published by the Office of the Children’s Guardian

[https://ocg.nsw.gov.au/sites/default/files/2021-12/g\\_CSS\\_GuidetotheStandards.pdf](https://ocg.nsw.gov.au/sites/default/files/2021-12/g_CSS_GuidetotheStandards.pdf)

Child Protection (Working with Children) Act 2012

Children and Young Persons (Care and Protection) Act 1998

FACS NSW mandatory reporting guidelines

Codes of Conduct

## Review

The policy and guidelines will be reviewed every two years and incorporate comments and suggestions from our range of stakeholders (including Coaches and Members).