

This Policy should be read in conjunction with the Child Safe Standards, Recruitment and Selection, Risk Management, Supervision, Privacy, Code of Conduct and Induction policies.

Introduction

Peninsula Leisure Pty Ltd has zero tolerance for child abuse and is committed to the ongoing safety of all children and young people, recognising that children and young people have the right to feel safe and to be safe at all times. As a child safe organisation Peninsula Leisure will take deliberate steps to protect children and young people from physical, sexual, emotional, psychological and cultural abuse, as well as neglect. The commitment to protecting children will be embedded in Peninsula Leisure's culture, values, policies and procedures.

Purpose

This policy aims to:

- Demonstrate the strong commitment from Peninsula Leisure to follow the Child Safety and Wellbeing Act.
- Ensure compulsory Child Safe Standards as outlined by the Commission for Children and Young People are in place to protect children from harm.
- Lower the risk of harm to all children and young people and create a culture of child safety.
- Set a practice of continual revision and improvement.
- Meet all obligations outlined in the Reportable Conduct Scheme as administered by the Commission for Children and Young People.

Policy

Statement of commitment to safety

Peninsula Leisure is committed to the safety of children and young people. We will embed all relevant aspects of this policy into all the organisations operations, ensuring compliance with relevant legislation and best practice.

Peninsula Leisure empowers all employees, volunteers, board members and contractors to create and maintain a safe culture for children and young people.

Peninsula Leisure is committed to reducing the risks of abuse and harm to children and young people and will ensure all employees understand and adhere to the Children and Young People Safety Policy, associated Child Safe Standards, Reportable Conduct Scheme and Children and Young Person Safety Procedure as well as relevant legislation and statutory requirements (e.g. Employee ratios).

Unless otherwise outlined in the Child Safe Standards, this will be achieved by Peninsula Leisure employees complying with the following:

- Avoid being alone with children and young people.
- Avoid personal/private direct communications with children or young people.
- Avoid using personal camera or video camera equipment in the workplace.
- Avoid contact with Peninsula Leisure's children and young people outside of the workplace.
- Avoid transporting children and young people alone.

Recruitment and Pre-Employment Screening

Peninsula Leisure will ensure robust recruitment and screening practices are in place to support the Children and Young People Safety Policy. As such, all recruitment must adhere to Peninsula Leisure's Equal Employment Opportunity (EEO) and Discrimination Policy and Recruitment and Selection Guideline. This includes, but is not limited to:

- Prior to being offered employment all prospective candidates are to complete a fit to work (or similar) national police records check.
- All prospective candidates that have worked or lived overseas within the last 5 years are to complete an international police records check.
- All employees are to hold a current working with children check that has been updated to include Peninsula Leisure as an employer.

Training and Induction

Peninsula Leisure will develop a training and induction program that will ensure all employees understand their responsibilities and how they can contribute to a child safe culture. This will include a variety of resources including online learning platform, facilitated sessions, information videos and other learning resources.

Involving Parents / Guardians, children and young people

Peninsula Leisure is committed to educating children, young people and parents/guardians about self-protection, and the promotion of resilience and empowerment strategies within services and programming. Peninsula Leisure will ensure parents/guardians, children and young people can access appropriate information, resources and educational initiatives in relation to the safeguarding of children and young people in the community.

Child abuse reporting and allegations

Peninsula Leisure employees must report all suspected child abuse and allegations, as per the reporting guidelines outlined in the procedure, relevant legislation and Reportable Conduct Scheme. All reports and allegations will be managed in line with the requirements of the:

- Child Safe Standards.
- Reportable Conduct Scheme.
- Discipline and Termination Policy.
- Legislative requirements and mandatory reporting obligations.
- Peninsula Leisure's Incident reporting and investigation procedure.

Scope

This policy applies to all directors of Peninsula Leisure, employees, contractors, members, guests and volunteers of facilities that are owned or operated by Peninsula Leisure.

Policy Responsibilities

The **Board of Directors**: Oversee the effectiveness of the Children and Young People Safety Policy. Maintain a commitment to ensuring this policy is enacted at all times.

The **Chief Executive Officer:** To ensure adequate resources and support systems are provided to enable compliance with this policy and to be accountable for management and employee compliance. As the head of the organisation there are specific responsibilities under the Reportable Conduct Scheme, these are:

- Notify the Commission of certain allegations of child abuse and child-related misconduct made against their employees or volunteers.
- Investigate those allegations and tell the Commission about the organisations response.
- A system implemented to enable allegations to be brought to the attention of the head of the organisation or the Commission.

The **Specialist Managers/Leaders:** Promotion of a Child Safe culture that encourages implementation and review of the Child Safety Standards and the integration into all business operations. Work and lead by example at all times and participate in the ongoing implementation and review of the Child Safety Standards.

The **Talent & Culture Manager:** Develop and implement a range of resources for employees that highlight Peninsula Leisure's commitment to Safeguarding Children and Young People, including induction resources and ongoing training and education.

All employees: Adhere to the requirements of the Child Safety Standards Policy and follow all procedures relating to this policy.

Members and guests: Act in a manner that aligns with the Child Safety Standards taking all reasonable steps to protect children from abuse.

Monitoring, Evaluation and Review of Policy

This policy will be reviewed annually with the plan to seek views, comments and suggestions from children, parents, carers, employees and volunteers that may fall anytime within the year or as needed.

Definitions

The Commission for Children and Young People – Is responsible for helping organisations play their part and implement the Child Safe Standards.

Child / Young Person – The words 'child' and 'children' refers to children and young people up to the age of 18 years.

Child Related Work – Child-related work has a specific definition in the WWC legislation. "Work" is child related if the usual duties of the work involve or are likely to involve contact with a child in connection with at least one of the 19 categories of child-related work. For the purposes of the WWC legislation volunteers under 18 years of age are exempt from the legislation and not in child-related work.

Age of Consent – The age of consent for sexual activity is 16 years old. Concepts to consider when determining if sexual activity between adolescent 'peers' is consensual;

- Equality – are the parties equal or does one party have undue power over the other?
- Consent – has consent been given freely?
- Threats – by one party to harm themselves or others if the other party tries to end the relationship.

Harm and abuse – The use of the word 'harm' is often used to describe an event that is seen as possibly less detrimental than 'abuse' but is clearly not in the child's best interest or promoting their safety and wellbeing. Abuse is an act by a parent, caregiver, other adult or older adolescent that endangers a child or

young person's physical or emotional health or development. Abuse can be a single incident, but usually takes place over time. Abuse can happen in several different ways, and can be physical, emotional and/or sexual. Abuse can also encompass neglect and harassing behaviour, such as bullying.

Aboriginal – The term 'Aboriginal' is inclusive of Aboriginal and Torres Strait Islander peoples.

Physical – This means intentionally causing, or threatening to cause, physical injury to a child, or inadvertently causing injury as a consequence of physical punishment or physically aggressive treatment of a child. The injury may take the form of bruises, cuts, burns or fractures.

Sexual – A child is sexually abused when any person uses their authority over the child to involve the child in sexual activity. Sexual exploitation is considered a specific form of sexual abuse because children, by virtue of their age and development, are unable to give informed consent.

Emotional and psychological – this occurs when a person engages inappropriate behaviors, such as reacting, ignoring, humiliating, isolating, threatening or verbally abusing a child, or allowing others to do so as this kind of abuse does not leave physical injuries, it is often hidden and underestimated.

Neglect – Failing to meet a child's basic needs, such as providing adequate food, drink, shelter, clothing, supervision, hygiene and medical attention.

Racial, cultural, religious – Conduct that demonstrates contempt, ridicule, hatred or negativity towards a child because of their race, culture, or religion. It may be overt, such as racial vilification or discrimination, or covert, such as demonstrating a lack of cultural respect (attitude and values) and awareness (knowledge and understanding) or failing to provide positive images about another culture.

Grooming – Grooming is a term used to describe what happens when a perpetrator of abuse builds a relationship and rapport with a child with a view to abusing them at some stage in the future. Grooming can also be used to describe the process that a perpetrator goes through when building rapport and a relationship with guardians of children, or people with the responsibility for the care of children and young people. Grooming can occur over any length of time, in a variety of settings where a relationship can be formed, such as leisure facilities, childcare, music, religious and sporting activities, internet chatrooms and social media, or by SMS.

Safe Culture – The ongoing and genuine provision of organisational beliefs and processes that support Peninsula Leisure facilities as a workplace and community facility where all people are able to engage freely without the threat or potential threat of physical or psychological harm.

Peninsula Leisure Employees – All Peninsula Leisure Managers, Leaders, Coordinators, Employees, Volunteers, Board Members and Contractors.

Reportable Conduct Scheme (the scheme) – A scheme administered by the Commission for Children and Young people that requires organisations to report to the commission within three business days, certain allegations of child abuse or misconduct towards children made against an employee, including volunteers. Reportable conduct covers:

- Sexual offences.
- Sexual misconduct or physical violence committed against, with or in the presence of a child.
- Behaviour causing significant emotional or psychological harm.
- Significant neglect of a child.