



SUSF CHILD PROTECTION POLICY

1. INTENT

Sydney Uni Sport & Fitness (SUSF) is firmly committed to the protection of children and young people. In accordance with legislation and principles for child protection and intervention, this Policy aims to assist our personnel in recognising and reporting child abuse.

2. SCOPE

This policy applies to all employees, athletes, coaches, club officials, sub-contractors, contractors, labour-hire employees, work experience students and volunteers of SUSF (SUSF Personnel). This policy relates to the responsibilities of SUSF Personnel in relation to the welfare of children (under 16 years) and young people (aged 16-17 years) in the course of their work.

All SUSF Personnel have obligations in relation to child protection and intervention. Failure to adhere to this policy may result, in the case of employees and volunteers, in disciplinary action, or the ending of a contractor's agreement with SUSF.

3. KEY RESPONSIBILITIES

All SUSF Personnel are required to:

- Report any allegations or reasonable suspicions of child abuse against any other person (including other SUSF Personnel) in accordance with this Policy and legislative requirements.
- Comply with and demonstrate awareness and understanding of this policy and the responsibilities arising from it.
- Provide SUSF with all documentation required for SUSF to comply with legislative requirements regarding Working with Children Checks and other child protection obligations.
- Demonstrate awareness of the magnitude and importance of the issue of child protection in a sport and recreation environment.
- Demonstrate awareness of the definitions and indicators of child abuse, and participate in training and other actions by SUSF to support this knowledge.
- Comply with any directions or guidelines issued by SUSF from time to time in relation to child protection, including a request to participate in an investigation into alleged conduct.
- Be conscious of the need for confidentiality, sensitivity and discretion when reporting allegations. The confidentiality of all parties must be considered i.e.: the victim/s, the individual/s making the allegation and the alleged offender/s.

4. WORKING WITH CHILDREN CHECKS

NSW legislation aims to reduce the risk of abuse to children by establishing the Working with Children Check.

This Check is a screening mechanism to reduce the likelihood that unsuitable people become engaged in child-related work (i.e. work that involves physical or face-to-face contact with children or young people, whether paid or unpaid). The Check includes a national police check and review of findings of misconduct involving children.

SUSF requires all SUSF Personnel involved in child-related work to undergo this check in order to comply with legislative requirements. SUSF may at its discretion ask Personnel not directly involved in child-related work to also undergo this check.

Prior to commencing employment or engagement, all prospective SUSF Personnel must provide SUSF with their existing clearance number or obtain a new clearance number. This includes all employees in child-related roles, including those working in supervised environments such as teams or groups. Certain exemptions apply under the legislation.

If any existing or prospective SUSF Personnel do not obtain a clearance under the Working with Children Check, SUSF will not engage that person in child-related work or will remove them from such work.

Human Resources is responsible for administering Working with Children Check procedures as they relate to SUSF Personnel.

5. DEFINING CHILD ABUSE

Child abuse can occur when a person does something harmful to a child or young person, or does not provide for or protect, a child or young person. Child abuse can cause long-lasting emotional, physical and behavioural damage.

Sport and recreation is a particularly vulnerable area for potential child abuse because it:

- involves a large number of people under the age of 18;
- can involve overnight activities and trips without parental supervision (such as training camps or competitions); and
- often involves close relationships between adults and children/young people, where the adults are in positions of trust and able to assert authority and power over children/young people.

There are differing types and degrees of child abuse that can create serious setbacks to a child's enjoyment of, and participation in, sport and recreation activities.

Physical abuse

Physical abuse is the non-accidental injury to a child/young person by a parent, caregiver or another person.

Sexual abuse

Child sexual abuse is any sexual act or sexual threat imposed upon a child/young person. Adults who commit child sexual abuse exploit the dependency and immaturity of children/young people. Pressure, either physical or psychological, is usually present in child sexual abuse.

Emotional abuse

Emotional abuse encompasses a range of behaviours that can destroy the confidence of a child/young person and result in significant emotional deprivation or trauma. Emotional abuse involves the impairment of a child's social, emotional, cognitive and intellectual development and/or disturbance of a child's behaviour.

Neglect

Neglect occurs when a child/young person is harmed by the failure of a parent, caregiver or another adult person to provide them with the basic physical and emotional necessities of life, e.g. food, clothing, shelter, emotional security, medical care and adequate supervision. Neglect is characterised as a continuum of omissions in caregiving.

Domestic violence

Domestic violence is violence, abuse and/or intimidatory behaviour perpetrated by one person against another in a personal, intimate relationship causing fear, physical and or psychological harm. Domestic violence has a profound effect on children/young people and constitutes a form of child abuse.

Indicators of child abuse

Due to the nature of certain sport and recreation activities, several injuries which appear on the list of common indicators of abuse may in fact be a result of regular sport or recreational activities, e.g. sprains, bruising, dislocations. However, possible indicators of child abuse which SUSF Personnel should take note of include:



- bruising, particularly in the face, head or neck region;
- multiple bruises or injuries, e.g. burns, scalds, sprains, dislocations and fractures;
- injuries left untreated;
- differing versions of how an injury occurred;
- a child who refers to someone else being abused may in fact mean him/herself;
- sexual behaviour which is inappropriate for the age of the child;
- a high level of distrust of other people by a child;
- an extreme inability to relate well to adults and/or children;
- extreme attention-seeking behaviour, disruptive or aggressive behaviour and bullying; or
- seeking indiscriminate or inappropriate adult affection.

Note: SUSF Personnel should be aware that the presence of one indicator alone does not necessarily mean that a child has been the victim of abuse. Other factors that may have resulted in any of the above injuries or factors must be taken into consideration, along with the context in which these indicators are observed.

Children with a disability

Some children/young people with a disability may be at a higher risk of abuse due to the nature of their disability, such as mobility constraints. Limitations created by the disability may make them more dependent on others to stop the abuse from occurring.

SUSF Personnel should be careful not to discount indicators of child abuse in people with a disability as being related to the disability. If a significant change in a child's behaviour is accompanied by a range of indicators, possibly with a sexual component, serious consideration should be given to whether there are reasonable grounds to suspect child abuse.

6. NOTIFICATION PROCEDURES

Emergency contact

If you believe a child or young person is in immediate danger or in a life-threatening situation, contact the NSW Police immediately by dialling 000.

Mandatory reporting

SUSF Personnel who:

- a. have reasonable grounds to suspect that a child or young person is at risk of significant harm; and
- b. those grounds arise during the course of or from their work at SUSF; have a duty to report these concerns.

SUSF has identified relevant Mandatory Reporter Contacts (see below) to assist with this reporting. These contacts can also be contacted to discuss matters where you are unsure of the appropriate response or level of seriousness.

What is meant by "significant" in the phrase "to a significant extent" is that which is sufficiently serious to warrant a response by a statutory authority, irrespective of a family's consent.

What is significant is not minor or trivial, and may reasonably be expected to produce a substantial and demonstrably adverse impact on the child's or young person's safety, welfare, or wellbeing.

In the case of an unborn child, what is significant is not minor or trivial and may reasonably be expected to produce a substantial and demonstrably adverse impact on the child.

You do not need to be certain about the matters you propose to report, however your concerns should be well founded and based on reliable information. The concern may relate to an individual child/young person or a class of children/young people (for example, a group of children who all attend the same program). If you are in any doubt, the safest course is to report your concerns to one of the Mandatory Reporter Contacts listed below.



SUSF Personnel must report the matter within 24 hours of becoming aware of the suspected child abuse.

Reports may include, but are not limited to, current concerns about the safety, welfare and wellbeing of a child or young person for any of the following reasons:

- self-reported attempted, threatened or planned self-harm or suicide;
- the basic physical or psychological needs of the child or young person are not being met (neglect);
- the parents or caregivers have not arranged necessary medical care (unwilling or unable to do so);
- risk of physical or sexual abuse or ill-treatment (physical or sexual abuse);
- a parent or caregiver's behaviour towards the child causes or risks psychological harm (emotional abuse);
- incidents of domestic violence which result in a child being at risk of serious physical or psychological harm (domestic or family violence); and/or
- cumulative harm (an accumulation of a single adverse circumstance or event, or by multiple different circumstances and events).

All SUSF Personnel should be conscious of the need for confidentiality and discretion when reporting allegations. The confidentiality of all parties must be considered i.e.: the victim/s, the individual/s making the allegation and the alleged offender/s.

Mandatory Reporter Contacts

At SUSF, our Mandatory Reporters Contacts include the following members of staff:

School Holiday Program

Programs & Participation Manager, Matt Rennick, m.rennick@sport.usyd.edu.au or 9351 4987

Swim School

Operations Manager, Ed Smith, e.smith@sport.usyd.edu.au or 9351 4971

Legal

Natalie Brown, Legal Counsel, n.brown@sport.usyd.edu.au or 9351 4960.

Please note that Mandatory Reporter Contacts may be amended from time to time and can be found on [The Hub](#)

Once a report form has been submitted by the Mandatory Reporter Contact, he or she will:

1. Determine whether the report indicates "risk of significant harm". To help assess whether the child or young person is at risk of significant harm, the mandatory reporter should consult the Mandatory Reporting Guidelines (MRG). The MRG will help to determine if a report to the Child Protection Helpline is necessary. The MRG can be found at: http://www.keepthemsafe.nsw.gov.au/v1/reporting_children_at_risk/mandatory_reporter_guide
2. Based on the MRG, the Mandatory Reporter Contact may need to respond by:
 - a. immediately reporting the matter to the Child Protection Helpline (132 111);
 - b. consulting with a professional or a relevant Child Wellbeing Unit (CWU) no later than the next business day;
 - c. referring the matter (eg to other practitioners, specialists or schools); or
 - d. documenting the matter and monitoring the situation. All documentation will be stored confidentially with Human Resources

7. FOR MORE INFORMATION

Please call the Child Protection Helpline on 132 111

8. REFERENCES



This Policy is effective as at the date of commencement listed in this Policy. To the extent that this Policy describes benefits and entitlements, these are discretionary in nature and are not intended to be contractual or binding on Sydney Uni Sport & Fitness. If this Policy specifies entitlements granted under federal or state legislation, then these entitlements arise from this legislation and not Sydney Uni Sport & Fitness' policies and procedures, and as such, may change from time to time following relevant legislative amendments.

Whilst all SUSF Personnel are required to familiarise themselves and comply with the obligations set out in this Policy, this Policy does not form part of any contract between any SUSF Personnel and Sydney Uni Sport & Fitness. Any reference to obligations or requirements of Sydney Uni Sport & Fitness in this Policy does not, and is not intended to give rise to contractual obligations binding on Sydney Uni Sport & Fitness. Sydney Uni Sport & Fitness may amend or remove any aspects of this Policy at any time within its absolute discretion, and may deviate from the steps set out in this Policy in particular cases, depending on the circumstances involved.

9. ABOUT THIS POLICY

All individuals subject to this Policy are required to comply with its terms. However, to the extent this Policy describes benefits or entitlements provided by SUSF; these are discretionary in nature and are not intended to be contractual or binding on SUSF.

Subject	Child Protection policy
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Contact	HR Department
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