

SHIRE GYMNASTICS CHILD- SAFE POLICY

AT SHIRE GYMNASTICS WE WANT OUR CHILDREN AND YOUNG PEOPLE MEMBERS WHO PARTICIPATE IN OUR PROGRAMS TO HAVE A HAPPY AND SAFE EXPERIENCE. IN ORDER TO DO THIS WE SUPPORT AND RESPECT OUR CHILDREN, YOUNG PEOPLE, STAFF, VOLUNTEERS AND STUDENTS. OUR POLICY GUIDES OUR STAFF, VOLUNTEERS AND STUDENTS ON HOW TO BEHAVE WITH CHILDREN IN OUR ORGANISATION. THE POLICY FOCUSES ON HOW WE CAN PROMOTE FURTHER PARTICIPATION IN ACTIVITIES HOSTED BY OUR ORGANISATION AND MAKE IT A SAFE ENVIRONMENT FOR THEM. SHIRE GYMNASTIC SUPPORTS THE ACTIVE PARTICIPATION OF CHILDREN IN OUR ORGANISATION. WE LISTEN TO VISITORS' VIEWS & FEEDBACK, RESPECT WHAT THEY SAY AND INVOLVE THEM WHERE WE CAN IN MAKING DECISIONS, ESPECIALLY ABOUT MATTERS THAT WILL AFFECT THEM DIRECTLY.

1. WE PROMOTE RESPECT, FAIRNESS AND CONSIDERATION FOR ALL STAFF, VOLUNTEERS AND STUDENTS.
2. ALL STAFF, VOLUNTEERS AND STUDENTS HAVE A MORE SENIOR OFFICER ASSIGNED TO SUPPORT AND SUPERVISE THEIR WORK.
3. ALL NEW STAFF AND VOLUNTEERS WILL RECEIVE A COPY OF THE "CHILD-SAFE POLICY".

SHIRE GYMNASTICS HAS A DETAILED POLICY AND PROCEDURE SCHEDULE. THIS IS A BLANKET POLICY THAT REFERS TO AND RELIES UPON ALL THE SHIRE GYMNASTICS POLICIES AND PROCEDURES. WE HAVE POLICES FOR GENERAL BEHAVIOUR FOR MEMBERS, PARENTS, STAFF AND MANY OTHER PROTECTIVE PROCEDURES. ALL STAFF AND MEMBERS HAVE FULL ACCESS TO ALL THESE DOCUMENTS VIA THE SHIRE GYMNASTICS WEBSITE WWW.SHIREGYMNASTICS.COM.AU.

IT IS EXPECTED THAT ALL STAFF AND VISITORS ARE FAMILIARISE THEMSELVES WITH THE CLUB'S RULES, REGULATIONS, POLICIES AND PROCEDURES PRIOR TO ATTENDING ACTIVITIES. BY ENTERING THE PREMISES OR ENGAGING IN SHIRE GYMNASTICS ACTIVITIES ALL PERSONS AGREE TO ABIDE BY THE TERMS, CONDITIONS AND LIMITATIONS.

ALL STAFF MUST HAVE A "NSW WORKING WITH CHILDREN CHECK".

ANY COMPLAINT IS TO BE REFERRED TO THE GENERAL MANAGER WHO IS OUR CHILD SAFETY CONTACT PERSON.

AS A PART OF OUR PROFESSIONAL DEVELOPMENT WE PROVIDE ONGOING EDUCATION AND SUPPORT TO ALL STAFF AND VOLUNTEERS. WE PROVIDE INDUCTION SESSIONS FOR ALL NEW STAFF AND VOLUNTEERS.

KIDS AND PARENTS JOINING OUR PROGRAM/S HAVE ACCESS TO COPIES OF THE "POLICIES", "CODES OF CONDUCT" VIA THE WEBSITE.

THE POLICY AND GUIDELINES WILL BE REVIEWED EVERY TWO YEARS AND INCORPORATE AMENDMENTS BROUGHT ABOUT BY COMMENTS AND SUGGESTIONS FROM CHILDREN AND YOUNG PEOPLE, PARENTS AND STAFF.

SHIRE GYMNASTICS WILL,

- PROVIDE A SAFE ENVIRONMENT THAT IS AGE, GENDER AND ABILITY EQUAL.
- RESPECT AND RECOGNISE THE RIGHTS, DIGNITY AND WORTH OF OTHERS.
- BE FAIR, CONSIDERATE AND HONEST IN ALL DEALINGS WITH OTHERS.
- BE PROFESSIONAL IN, AND ACCEPT RESPONSIBILITY FOR CLUB RULES AND RESPONSIBILITIES.
- MAKE A COMMITMENT TO PROVIDING QUALITY SERVICE AT ALL TIMES.
- BE AWARE OF, AND MAINTAIN AN UNCOMPROMISING ADHESION TO, SHIRE GYMNASTICS STANDARDS, RULES, REGULATIONS AND POLICIES.
- OPERATE WITHIN THE RULES OF NSW AND FEDERAL LAW, CHILD PROTECTION RULES INCLUDING NATIONAL AND INTERNATIONAL GUIDELINES WHICH ALSO GOVERN SHIRE GYMNASTICS, GYMNASTICS NSW, GYMNASTICS AUSTRALIA AND THE AFFILIATED CLUBS.
- DEMONSTRATE A HIGH DEGREE OF INDIVIDUAL RESPONSIBILITY ESPECIALLY WHEN DEALING WITH PERSONS LESS THAN 18 YEARS OF AGE, AS YOUR WORDS AND ACTIONS ARE AN EXAMPLE.

SHIRE GYMNASTICS CHILD- SAFE POLICY

- AVOID UNACCOMPANIED AND UNOBSERVED ACTIVITIES WITH PERSONS LESS THAN 18 YEARS OF AGE, WHEREVER POSSIBLE.
- PROVIDE PROTECTION THROUGH THE PHOTO AND VIDEO RECORDING GUIDELINES.
- REFRAIN FROM ANY FORM OF HARASSMENT OF OTHERS.
- REFRAIN FROM ANY BEHAVIOUR THAT MAY BRING SHIRE GYMNASTICS, GYMNASTICS NSW, GYMNASTICS AUSTRALIA, OR AN AFFILIATED CLUB INTO DISREPUTE.
- PROVIDE A SAFE ENVIRONMENT FOR THE CONDUCT OF ACTIVITIES FOR ALL CHILDREN.
- SHOW CONCERN AND CAUTION TOWARDS OTHERS WHO MAY BE SICK OR INJURED.
- BE A POSITIVE ROLE MODEL.
- UNDERSTAND THE REPERCUSSIONS IF YOU BREACH, OR ARE AWARE OF ANY BREACHES OF, THIS CODE OF BEHAVIOUR.

TO SEE THE COMPLAINTS HANDLING PROCESS, VISIT THE LINK BELOW:

[HTTPS://WWW.GYMNASTICS.ORG.AU/IMAGES/NATIONAL/ABOUT_US/BY LAWS POLICIES TECH REGS/CSP COMPLAINTS HANDLING PROCESS 0219.PDF](https://www.gymnastics.org.au/images/national/about_us/by_laws_policies_tech_regs/csp_complaints_handling_process_0219.pdf)

