



ALTONA BASKETBALL & ALTONA GATORS BASKETBALL

CHILD SAFETY AND WELLBEING POLICY

1. Statement of Commitment to Child Safety

At Altona Basketball and Altona Gators Basketball Club ("Altona Basketball"), every child and young person has the right to feel safe, respected, valued and supported.

The safety and wellbeing of children and young people is our highest priority. We are committed to providing a child-safe, child-friendly and inclusive environment where all participants can enjoy basketball, develop their skills and have their voices heard.

Altona Basketball has zero tolerance for child abuse, neglect, harm, or any behaviour that places a child at risk of harm. All concerns, allegations and disclosures will be treated seriously, responded to promptly and managed confidentially in accordance with Basketball Victoria policies, the Victorian Child Safe Standards and applicable legislation.

We are committed to identifying and reducing risks to child safety and ensuring robust recruitment, screening and training practices for all staff, coaches, officials, volunteers and committee members.

We are committed to providing safe physical and online environments for children and young people and fostering a culture where everyone understands that child safety is everyone's responsibility.

Altona Basketball actively supports and promotes the participation, inclusion and empowerment of all children and young people. We are committed to the cultural safety of Aboriginal and Torres Strait Islander children, children from culturally and linguistically diverse backgrounds, children with disability, and children and young people who identify as LGBTQIA+.

We value the views and experiences of children and young people and are committed to listening to their voices. We encourage children to contribute to decisions that affect them and to raise concerns knowing they will be heard, supported and respected.

Together, we will continue to create a basketball community where every child feels safe, included and empowered to thrive both on and off the court.

2. Purpose

The purpose of this policy is to:

- Ensure compliance with the Victorian Child Safe Standards and Basketball Victoria's **Child Safeguarding Policy and Safeguarding Code of Conduct**. (As a Member Association of BV, all participants are bound by these Codes and Policies).
- Promote and protect the safety, wellbeing and participation of children and young people.
- Prevent child abuse and minimise opportunities for harm.
- Establish clear behavioural expectations for all Club representatives.
- Provide clear reporting and response procedures for child safety concerns.
- Foster a culture of inclusion, respect and accountability.

3. Scope

This policy applies to all individuals involved with Altona Basketball including:

- Board and Committee Members
- Employees
- Coaches and Assistant Coaches
- Team Managers
- Referees and Officials
- Volunteers
- Contractors and Service Providers
- Players
- Parents and Guardians
- Spectators

For the purpose of this policy, a child or young person is any person under the age of 18 years.

4. Child Safety Responsibilities

The Committees will:

- Promote a culture of child safety.
- Ensure compliance with this policy.
- Allocate resources to support child safety initiatives.

The Child Safety Officer will:

- Receive and respond to child safety concerns.
- Support reporting processes.
- Liaise with Basketball Victoria and external authorities where required.

All staff, coaches, volunteers and officials will:

- Comply with this policy.
- Report concerns promptly.
- Maintain professional boundaries.

5. Our Commitment to Children and Young People

Altona Basketball is a child-centred organisation.

We are committed to ensuring that children:

- Feel safe and welcome.
- Are treated with dignity and respect.
- Have opportunities to participate in decisions affecting them.
- Understand their rights.
- Know who to speak to if they feel unsafe.
- Can participate free from abuse, discrimination, bullying or harassment.

We will actively seek feedback from children and young people regarding their experiences within our Club and use this feedback to improve our practices and programs.

Altona Basketball will provide age-appropriate opportunities for children and young people to contribute feedback on programs, policies and practices. Their views will be considered when making decisions that affect them.

6. Inclusion and Diversity

Altona Basketball values diversity and does not tolerate discrimination of any kind.

We are committed to:

- The cultural safety, participation and empowerment of Aboriginal and Torres Strait Islander children and families.
- The cultural safety, participation and empowerment of children from culturally and linguistically diverse backgrounds.
- Supporting children with disability to participate fully in basketball.
- Providing a safe and inclusive environment for children and young people who identify as LGBTQIA+.
- Ensuring all children feel accepted, valued and respected.

7. Child Safe Standards

The Club adopts and complies with the Victorian Child Safe Standards and Basketball Victoria Child Safeguarding Framework.

We commit to:

- Embedding a culture of child safety.
- Empowering children and young people.
- Engaging families and communities.
- Promoting equity and inclusion.
- Recruiting and screening suitable personnel.
- Providing child safety education and training.
- Establishing effective complaint and reporting processes.
- Managing risks to child safety.
- Maintaining secure records and information.
- Regularly reviewing and improving child safety practices.

8. Recruitment and Screening

Altona Basketball is committed to robust recruitment and screening processes.

Where required, the Club will:

- Verify Working With Children Checks.
- Conduct reference checks.
- Assess suitability for child-related roles.
- Require acknowledgement of Club policies and Codes of Conduct.
- Provide child safety induction and training.

No person considered unsuitable to work with children will be appointed to a role within the Club.

All coaches, team managers, committee members, officials and volunteers who perform child-related work must hold a valid Working with Children Check (WWCC) or exemption where required by law.

9. Child Abuse

Child abuse can take a broad range of forms including physical abuse, sexual abuse, verbal abuse, bullying, emotional or psychological abuse and neglect. People to whom this policy applies need to be aware that child abuse can occur whenever there is actual or potential harm to a child, and these are circumstances that our Club is committed to reducing the risk of occurrence.

10. Child Safe Practices

Supervision

Children will be appropriately supervised at all Club activities.

Scope of Role

Adults must not:

- Initiate or maintain one-on-one contact with children or young people outside basketball activities unless there is a pre-existing family, social or guardian-approved relationship and the interaction is transparent and appropriate.
- Engage in open discussions of a mature, adult or inappropriate nature in the presence of children and young people.
- Provide any form of support to a child or young person or their family unrelated to the scope of their role (for example financial assistance, babysitting or accommodation) where there is no existing social, personal or family relationship.
- Give gifts or presents to a child other than an official Club award or approved recognition.
- Attend social functions with a child or young person outside sanctioned basketball activities where there is no pre-existing relationship with the child or their parents/carers.
- Use language or behave in a way that could cause pain, fear, intimidation or embarrassment.
- Take children or young people to licensed venues restricted to persons over 18 years of age.

Online Safety

Altona Basketball will:

- Promote safe online behaviours.
- Monitor Club-controlled social media and communication platforms.
- Respond promptly to reports of cyberbullying, online grooming or inappropriate online conduct.
- Educate players, volunteers and families about online safety risks.

11. Reporting Child Safety Concerns

Everyone involved in the Club has a responsibility to act on concerns about the safety of a child.

Where a child is believed to be in immediate danger:

- Call 000 immediately.
- Ensure the child is safe.
- Notify the Club Child Safety Officer.

All concerns, suspicions, disclosures or allegations must be reported promptly.

Reports may be made to:

Altona Gators Child Safety Officer

Name: Kate Coffey

Email: kate.coffey@gators.net.au

Phone: 0407 931 774

Basketball Victoria Child Safety Advisor

Phone: (03) 9837 8000

Email: child.safety@basketballvictoria.com.au

The Club will support all mandatory reporting obligations and cooperate fully with Victoria Police, Child Protection, Basketball Victoria and other relevant authorities.

Children and young people may raise concerns directly with a coach, team manager, Child Safety Officer, trusted adult or Basketball Victoria Child Safety Advisor.

12. Responding to Child Safety Concerns

When a child discloses abuse or harm:

- Listen calmly.
- Believe the child.
- Reassure them they have done the right thing.
- Do not promise confidentiality.
- Record the information accurately.
- Report immediately.

It is not the responsibility of Club personnel to investigate allegations.

13. Record Keeping and Confidentiality

The Club will:

- Maintain secure records of all child safety reports and incidents.
- Protect privacy and confidentiality.
- Share information only on a need-to-know basis.
- Comply with legal and regulatory obligations.

Altona Basketball Child Safety and Wellbeing

14. Risk Management

The Club will regularly assess and manage risks to child safety including:

- Physical environments.
- Online environments.
- Travel and accommodation.
- One-on-one interactions.
- Photography and social media.
- Recruitment and screening processes.

All Club representatives are expected to assist in identifying and reducing child safety risks.

15. Breaches of this Policy

Any breach of this policy or the Child Safe Code of Conduct may result in:

- Education or counselling.
- Restriction of duties.
- Suspension.
- Termination of employment or volunteer engagement.
- Referral to Basketball Victoria.
- Referral to relevant authorities.

16. Policy Review

This policy will be reviewed annually and following any significant child safety incident, legislative change or recommendation from Basketball Victoria.

Feedback from players, families, coaches, volunteers and members will be considered as part of the review process to ensure continuous improvement in child safety practices.

17. Further Resources

<https://www.basketballvictoria.com.au/resources/child-safe-standards>

<https://www.sportintegrity.gov.au/sites/default/files/SIA009-0722-Children%20and%20Young%20People%20Safe%20Practices%20Do%E2%80%99s%20%26%20Don%E2%80%99ts-C-2%20%5BDIGITAL%5D.pdf>

Definitions of Abuse

(Child Safeguarding Code of Conduct)

Child Abuse relates to children and young people at risk of harm (both by adults or other children or young people). Children and young people may be harmed by both verbal and physical actions and by people failing to provide them with basic care.

Child abuse may include:

Physical abuse by hurting a child or young person. This form of abuse includes hitting, shaking or other physical harm, giving a child or young person alcohol or drugs, giving inappropriate nutritional or health advice or engaging children and young people in training regimes that exceed their age, ability and development.

Sexual abuse by adults or other children where a child is encouraged or forced to watch or engage in sexual activity or where a child is subject to any other inappropriate conduct of a sexual nature.

Grooming, including any online contact with a child that could be perceived as inappropriate, overly personal or sexual in nature or showing special attention or giving preferential treatment to individual children, including giving gifts or not adhering to professional boundaries as outlined in this Code.

Emotional or psychological abuse by repeated rejection or threats towards a child or young person, constant criticism, teasing, ignoring, threatening, yelling, scapegoating, ridicule, intentional exclusion or any form of bullying or harassment.

Neglect, including failing to provide basic needs such as food, water, shelter or clothing or to provide adequate supervision or medical attention when required to the extent that the child's health and development is or is likely to be harmed.

Exposure to Family Violence, including any abusive behaviour used by a person in a relationship to gain and maintain control over their partner or ex-partner that is witnessed by a child or young person or that has affected that child or young person in any way. It can include a broad range of behaviour that causes fear and physical and/or psychological harm. If a child or young person is living in a household where there have been incidents of family violence, they may be at risk of significant physical and/or psychological harm.