



POLICY MANUAL

Policy – Child Protection

OBJECTIVE

WA Squash is committed to providing an environment that is safe for participation in Squash activities. WA Squash will not abide in the criminal act of child sexual maltreatment, which occurs when a child (defined as a person under the age of 18 years) has been exposed or subjected to sexual behaviors or acts which are exploitative and/or inappropriate to his or her developmental level. Such behaviour involves a wide range of sexual activities which exploit children and includes forcing, tricking, bribing, threatening or pressuring a child into sexual activity.

This Child Protection Policy conveys a message to all members and prospective members, responsible for Squash activities, particularly those involving members under 18 years of age, about minimizing risk exposure. Managers, coaches, officials, leaders, trainers and management personnel, have a responsibility to provide safeguards dedicated to the well being of those under the age of 18 years (youth).

The abuse of youth members, by other members or external source, is not acceptable and WA Squash encourages all incidents of such abuse as described above to be reported immediately to the appropriate authorities.

STATEMENT

WA Squash endorses the following Code of Conduct for those responsible for activities involving persons under the age of 18. As a member you should meet the following requirements in regard to your conduct during WA Squash related activities.
WA Squash activities.

CODE OF CONDUCT

A Manager will:

- agree to abide by the code of conduct.
- be responsible for the overall welfare and well-being of team members and officials when travelling with a team.
- maintain a 'duty of care' towards team members and accountability for the management of the team.

A Coach/ Trainer will:

- agree to abide by the code of conduct
- be responsible for matters concerning the coaching, training and development
- maintain a 'duty of care' towards others and an accountability for matters relating to training and competition
- ensure that any physical contact with others is:
 - i) appropriate to the situation
 - ii) necessary for the persons skill development
- provide a safe environment for training and competition.



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An Official/Administrator will:

- Agree to abide by the code of conduct and operate within the rules of WA Squash
- Be fair, considerate and honest with others.
- Be professional in your actions. Your language, presentation, manner and punctuality should reflect high standards.
- Resolve conflicts fairly and promptly through established procedures.
- Maintain strict impartiality.
- Maintain a safe environment for others.
- Show concern and caution towards others.

SAFEGUARDS

The safeguards below apply to those members who undertake the delivery or supervision of youth activities in their capacity as managers, coaches, trainers, officials, administrators, etc. These are responsible positions in the organization and as such must adopt the following risk minimization measures to protect themselves from any misconceptions about their behaviour in performing their designated roles.

1. Do not engage, or allow others to engage, in any of the following:
 - abusive initiation ceremonies
 - sleeping in closed quarters with youths without a second adult representative, parent, etc.
 - aggressive, physically distressing or sexually provocative activities
 - sexually suggestive comments about or to a youth
 - inappropriate or intrusive touching of a youth.
2. Maintain an open door policy when conducting briefings, meetings and assemblies of members. Invite all youths, parents, friends and other leaders to participate, particularly when performing interviews, transporting youth members and conducting excursions.
3. **Male and female** adults or parents holding the appropriate Working with Children Check authorisation must accompany youths when undertaking Squash activities away from home and especially overnight.

Issued: January 2015

Review Date: January 2016

Approved:

General Manager

Date

President (On behalf of Board of Management)

Date



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ATTACHMENT A - RIGHTS AND RESPONSIBILITIES

WA Squash members, youth and adult, reserve certain rights as members and carry with them certain responsibilities.

YOUTHS have the right to:

- to be safe;
- to be listened to;
- to be respected;
- to privacy;
- to take calculated risks in a protective environment;
- to an inclusive environment;
- to be referred to professional help if needed;
- to be protected from abuse by other members or outside sources.

MEMBERS have the right to:

- access to ongoing training and information on all aspects of leading/managing activities for youths, particularly member protection;
- support in the reporting of suspected abuse;
- access to professional support services;
- be protected from abuse by youths, other adult members and parents.

WA SQUASH has the right to:

- expect all members to comply with its Code of Conduct;
- expect all members to maintain standards of reasonable behaviour;
- take appropriate action if members breach the Code of Conduct or organisation's Policy;
- expect all members to undertake appropriate training when advised to;
- expect all members not to abuse members physically, emotionally or sexually;
- take appropriate action in the event of accusations;
- acquire police checks relating to convictions in relevant areas.

YOUTHS are responsible for:

- showing respect to both youth and adult members;
- keeping themselves safe;
- accurately reporting inappropriate behaviour or risky situations for youth members.

MEMBERS are responsible for:

- fostering team work to ensure the safety of youth members in their care;
- using appropriate team management behaviour;
- responding to members' statements concerns about alleged abuse;
- ensuring the rights and responsibilities of members are enforced;
- reporting suspected abuse to the appropriate authority;
- not abusing members physically, emotionally or sexually;
- maintaining confidentiality about sensitive information as designated by WA Squash.

WA SQUASH is responsible for:

- providing a safe environment for members;
- providing ongoing information for members including promoting this policy and procedures;
- facilitating open discussion on child protection issues;
- provide support to members who report accusations of abuse;
- treating suspected abuse information confidentially;
- taking appropriate action if members breach standards of reasonable behaviour or policies and regulations.