

2. CHILD SAFE POLICY

The MCBA is committed to child safety as well as the participation and empowerment of all children. This includes the identification of all risks to children and removing or reducing these risks as early as possible by ensuring employees and volunteers receive regular training and education about the risks.

Purpose

This policy was written to demonstrate the strong commitment of the management, employees, and volunteers of Melbourne Central Basketball Association (MCBA) and those under the MCBA umbrella to child safety. This policy outlines good practices and guidelines that the MCBA have developed to keep all children safe from any harm, including abuse.

Child Safety Mission Statement

The Melbourne Central Basketball Association are committed to promoting and protecting the safety and well-being of children and young people in our care. MCBA seek to promote and protect the rights of all children in our care and prevent abuse from occurring by fostering a child safe culture. The welfare of the children in our care will always be our highest priority. MCBA has a zero tolerance to any form of child abuse and all allegations and safety concerns will be treated seriously and according to our policies and procedures. The affiliated Clubs that provide basketball to children and young people will present environments and experiences that always consider and put measures in place to ensure the safety of children.

Application of this Policy

This policy was developed by the MCBA in collaboration with those under the MCBA umbrella, employees and volunteers. This policy applies to all individuals involved in our organisation (paid and volunteer) including, but not limited to:

- Administrators
- Coaches
- Officials
- Participants
- Parents
- Spectators

All the people to which this policy applies have a role and responsibility in relation to child protection. They must all:

- understand the indicators and risks of child abuse.
- appropriately act on any concerns raised by children; and
- understand and follow all applicable laws in relation to the protection of children and reporting or management of child safety concerns.

Child Abuse

Child abuse can take a broad range of forms including physical abuse, sexual abuse, 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 those under the MCBA umbrella and affiliated clubs are committed to reducing the risk of occurrence.

Children's and Families Rights to Safety and Participation

The MCBA encourages children to express their views about their safety. MCBA listen to their suggestions, especially on matters that directly affect them. MCBA actively encourage all children and families who use our services to 'have a say' about things that are important to them. MCBA teach children about what they can do if they feel unsafe. MCBA listen to and act on any concern's children, or their parents, raise with us.

Valuing Diversity

MCBA value diversity and do not tolerate any discriminatory practices. To achieve this, MCBA:

- promote the cultural safety, participation, and empowerment of indigenous children and their families;
- promote the cultural safety, participation, and empowerment of children from culturally and/or linguistically diverse backgrounds and their families;
- promote the cultural safety, participation, and empowerment of children from LGBTI+ backgrounds and their families;
- welcome children with a disability and their families and act to promote their participation;
- seek appropriate employees from diverse cultural backgrounds;
- Address all instances of racism with appropriate consequences.

Recruiting employees and volunteers

MCBA and those under its umbrella take the following steps to ensure best practice standards in the recruitment and screening of employees and volunteers:

- Interview and conduct referee checks on all employees
- Require police checks for all managers employed at MCBA
- Working with Children Checks are required for all employees and volunteers
- Our commitment to Child Safety and our screening requirements are included in all advertisements and as part of the induction process for new employees or volunteers.

Supporting employees and volunteers

MCBA seeks to attract and retain the best employees and volunteers for all programs and competitions. MCBA provide support and supervision, so people feel valued, respected, and fairly treated. MCBA support our employees and volunteers through ongoing training to develop their skills to protect all children from abuse. MCBA have developed a Code of Conduct to provide guidance to our employees and volunteers, all of whom receive training on the requirements of the Code.

Reporting a child safety concern or complaint

The MCBA have appointed Child Safety Officers with the specific responsibility for responding to any complaints made by employees, volunteers, parents, or children. The Child Safety Officer details can be found on the MCBA website: www.mcba.net.au.

All complaints will be taken seriously and responded to promptly. The MCBA and all affiliated clubs will co-operate with law enforcement agencies as required.

Risk Management

MCBA recognise the importance of a risk management approach to preventing, identifying, and mitigating the potential for child abuse or harm to occur and use this to inform our policy, procedures, and activity planning. In addition to general occupational health and safety risks, MCBA proactively manage risks of abuse to our children. To reduce the risk of child abuse occurring, adults to whom this policy applies should avoid direct, unsupervised contact with children. Adults should also be cautious when engaging with children in the online/social media environment. For example, this should be a consideration when:

- using change room facilities;
- using accommodation or overnight stays;
- travel;
- physical contact when coaching or managing children; or
- social media, videos, photos, or other chat services such as Facebook or WhatsApp.

Privacy

MCBA will meet all our obligations relating to the Commonwealth Privacy Act and Information Privacy Principles, and the Victorian Privacy and Data Protection Act. All personal information considered or recorded will respect the privacy of the individuals involved, whether they be employees, volunteers, technical officials, parents, or children, unless there is a risk to someone's safety.

MCBA have safeguards and practices in place to ensure any personal information is protected and used in a reasonable and legal way. MCBA will ensure systems are in place where all records are securely stored.

Regular Review

This policy will be reviewed every two years and/or following a significant incident if one occurs. MCBA will ensure that families and children can contribute to any reviews undertaken by the Association.

Version Control	
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