

CHILD SAFE POLICY

Purpose

Although Ranelagh Club (The Club) believes that Child Safety is primarily the responsibility of the Child's Parent/Parents/Guardian, the Club wishes to demonstrate the strong commitment of the management, staff and volunteers at Ranelagh Club to child safety.

Commitment to Child Safety

All children who are a part of the Club have a right to feel and be safe. The Club has a zero tolerance to child abuse.

The Club aims to create a child safe and child friendly environment where children feel safe and have fun and the Club's activities are carried out in in the best interests of the children.

This policy applies to all individuals in the Club (paid and volunteer) including but not limited to:

- Parent/Parents/Guardian
- Committee and Staff
- Instructors
- Volunteers
- Contractors
- Participants

All 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. Members need to be aware that child abuse can occur whenever there is actual or potential harm to a child. The Club is committed to reducing any incidence of child abuse.

Children's Rights to Safety and Participation

The Club encourages children to express their views about their safety. We listen to their suggestions, especially on matters that directly affect them.

Valuing Diversity

The Club values diversity and does not tolerate any discriminatory practices.

Recruiting Committee, Staff and Volunteers

The Club takes the following steps to ensure best practice standards in the recruitment and screening of staff and volunteers:

- Interview and conduct referee checks on all permanent staff and on all casual staff who work directly with children.
- Require Working with Children Checks.

Board Approved 22 December 2017