



Member Protection Policy 2022

1. General

The West Adelaide Basketball Club is committed to the safety and wellbeing of all children and young people accessing our service. We support the rights of the child and will act without hesitation to ensure a child safe environment is maintained at all times.

We also support the rights and wellbeing of coaches, support staff and volunteers and encourage their active participation in building and maintaining a secure environment for all participants by following the policy guidelines herein.

2. Applicable Forms

- Member Protection Declaration
- Record of Informal Complaint
- Record of Formal Complaint
- Record of Child Abuse Allegation

3. Policy Guidelines

3.1. Screening of Members

- a. All coaches are to be screened via the BSA/SA Government screening processes.
- b. All coaches, support staff and volunteers are required to complete a Member Protection Declaration.
- c. South Australian laws require individuals involved in areas such as sport and recreation to undertake a check to determine their suitability to work (in a paid or volunteer capacity) with children. This is done by checking certain criminal history and other matters.

3.2. Images of Children

- a. Permission is to be obtained from a child's parent(s) or guardian(s) before taking an image of a child that is not their own and ensure that the parent(s) or guardian(s) know the way the image will be used.
- b. Use of camera phones, videos and cameras inside changing areas, showers and toilets is not permitted.
- c. If the Club uses an image of a child it will avoid naming or identifying the child or it will, wherever possible, avoid using both the first name and surname. We will not display personal information such as residential address, email address or telephone numbers.
- d. The Club will only use appropriate images of a child, relevant to our sport and ensure that the child is suitably clothed in a manner that promotes the sport.

3.3. Anti-Discrimination and Harassment

- a. The Club will not tolerate treating or proposing to treat someone less favourably because of a particular characteristic.
- b. No club member is to impose or intend to impose an unreasonable requirement, condition or practice which has an unequal or disproportionate effect on people with a particular characteristic.
- c. Behaviour that is offensive, abusive, belittling, intimidating or threatening whether this is face-to-face, indirectly or via communication technologies such as mobile phone and computers will be tolerated.

3.4. Sexual Relationships

- a. Sexual relationships between adults and junior players are prohibited.
- b. Sexual relationships between coaches and adult players that they coach should be avoided.
- c. Sexual relationships between coaches and the parent or guardian of players that they coach should be avoided.
- d. Should a sexual relationship exist between an adult player and coach, the Club will consider whether any action is necessary. Factors that may be relevant in this consideration are:
 - the age and maturity of the player relative to the coach, the financial or emotional dependence of the player on the coach, and
 - the likelihood of the relationship having any adverse impact on the player and/or other players.
- e. If it is determined that the sexual relationship is inappropriate, action may be taken to stop the coaching relationship with the player. Action may include a request for resignation or dismissal from coaching duties.
- f. In the event that a player attempts to initiate an intimate sexual relationship, the coach must take personal responsibility for discouraging such approaches.

3.5. Alcohol

- a. Alcohol is only made available in the Club bar to those persons over 18 years of age.
- b. Responsible service and consumption of alcohol applies to alcohol to be consumed, including:
 - light alcohol and soft drinks always being available;
 - wherever possible, food being available to be consumed; and
 - responsible members being in attendance to ensure appropriate practices are followed.

3.6. Smoking

- a. No smoking shall occur within the venue of any sporting event or competition involving persons under the age of 18.
- b. Social functions shall be smoke free, with smoking permitted at designated outdoor smoking areas.
- c. Coaches, support staff, volunteers and players will refrain from smoking and remain smoke free while involved in an official capacity for any team, on and off the court.

3.7. Coach Protection

- a. Protecting the welfare of our coaches is also important to the Club. In doing this the Club takes the position that coaches:
 - will not use inappropriate language when in contact with our players;
 - will not engage in any physical contact with players that is not related to and appropriate for demonstration or teaching purposes;
 - should ensure another adult is present when addressing a player or players, especially if done in change rooms; and
 - will not invite unaccompanied players into their car or their home unless they are in immediate danger.

3.8. Complaints Procedure

An allegation of child abuse is a very serious matter and must be handled with a high degree of sensitivity. It is not the responsibility of anyone in the Club to decide whether or not child abuse has taken place. However, there is a responsibility to act on any concerns by reporting these to the appropriate authorities.

The following outlines the key steps to follow. More information can be obtained from State government agencies.

3.8.1. Receipt of an Allegation

If a child or young person discloses an allegation involving harm or abuse to them or another child, then it is crucial that you:

- stay calm;
- listen, be supportive and do not challenge or undermine what the child says;
- reassure the child that what has occurred is not the fault of the child;
- be honest with the child and explain that other people may need to be told in order to stop what is happening;
- ensure you are clear about what the child has said but do not elicit detailed information, ask leading questions or offer an opinion;
- act promptly to accurately record the discussion in writing;
- do not discuss the details with any person other than those detailed in these procedures; and
- do not contact the alleged offender.

3.8.2. Report Allegations

Immediately report any allegation or disclosure of child abuse or situation involving a child at risk of harm to a Club Child Protection Officer (CPO)

Our Club CPOs are:

Tim Brenton
0423 159 440

Belinda Haines
0447 569 740

3.8.3. Protect the Child

The CPO will assess the risks and take interim action to ensure the child's/children's safety.

Action the Club may implement includes:

- supervision of the alleged offender; or
- removal/suspension from their duties until the allegations are finally determined.

The CPO and the Club will consider the kind of support that the child/ren and parents may need (e.g. counselling, helplines, support groups).

The CPO and the Club will address the support needs of the alleged offender.

The CPO and the Club will also put in place measures to protect the child and the person against whom the complaint is made from victimisation and gossip. If the person is stood down, it should be made clear to any persons aware of the incident that this does not mean the Respondent is guilty and a proper investigation will be undertaken.

3.8.4. Internal Action

Where there is an allegation made against a person to whom this policy applies, there may be three types of investigations:

- criminal (conducted by police)
- child protection (conducted by child protection authority)
- disciplinary or misconduct (conducted by Club)

Irrespective of the findings of the child protection and/or police inquiries, the Club will assess the allegation to decide whether the person should be reinstated, banned, have their membership terminated or any other action.

The decision-maker(s) will be the Club Executive Committee and it will consider all the information, including the findings of the police, government agency and/or court, and determine a finding, recommend action and explain its rationale for the action. This may be a difficult decision particularly where there is insufficient evidence to uphold any action by the police.

If disciplinary action is to be taken, the Club will advise BSA and provide a report to the relevant government authority should this be required.

3.8.5. Reporting Requirements

Volunteers who work with children are mandated notifiers and have a legal obligation to report any suspicion of child abuse and/or neglect that they may form in the course of their volunteer activity based on reasonable grounds.

Reports are made to the CHILD ABUSE HELP LINE 131 478

A reasonable suspicion must be based on facts, for example:

- a disclosure of abuse by a child; or
- a judgement, based on the notifier's experience and observations.

The Club has an obligation to make each affected person aware of this legal obligation.

There is no obligation that recreation or sporting organisations require mandated reporters to undertake formal external training in the recognition of child abuse.

The law also stipulates that no person shall threaten or intimidate, or cause damage, loss or disadvantage to another person because that person has made a notification or proposes to make a notification pursuant to the Children's Protection Act 1993.

For more information: <https://www.childprotection.sa.gov.au/reporting-child-abuse>