



Member Protection Policy

Child Protection Policy

PURPOSE AND OBJECTIVES

The South Brisbane District Cricket Club (SBDCC) is committed to ensuring that all club members, both playing and non-playing, are protected under this policy.

SBDCC promotes an inclusive and safe playing environment for all players, and is committed to ensuring that coaching staff, and other relevant members, work together in maintaining a positive and protected playing environment for all members.

The purpose of this policy is to outline our commitment to a person's right to be treated with respect and dignity, and to be safe and protected from discrimination, harassment and abuse.

The policy informs everyone of their legal/ethical rights and responsibilities and the standards of behaviour that are expected of them. It also covers the care and protection of children participating in our club's activities.

Under legislation, SBDCC has a duty of care to always act in the best interest of its members and the SBDCC is committed to providing a safe environment for all members at the club.

CLUB RESPONSIBILITIES

SBDCC will uphold the following principles and practices:

- adopt, implement, comply and enforce this policy and ensure it is easily accessible by all members and the public;
- promote and model appropriate standards of behaviour at all times;
- acknowledge and accept that members and their families place a high level of trust in the SBDCC community and accordingly will not tolerate any acts of harm or harassment towards members,
- comply with the mandatory reporting requirements under the law. It is expected that all club members who become aware of, or reasonably suspect that a member is being harmed, will report it in accordance with this policy, and the requirements under the law.
- respond diligently to a report of suspected or actual harm or harassment to a member.

CHILD PROTECTION

SBDCC is committed to the safety and wellbeing of children and young people who participate in SBDCC activities or use SBDCC services.

SBDCC supports the rights of children and will act at all times to ensure that a child safe environment is maintained.

SBDCC also support the rights and wellbeing of staff and volunteers and encourage their active participation in building and maintaining a secure and safe environment for all participants.

SBDCC will uphold the following principles and practices with respect to child protection:

- Where an allegation of sexual abuse is reported, SBDCC will notify the police, no matter when the incident occurred.
- SBDCC will treat the allegations of harm confidentially, subject only to such disclosure as is necessary to deal with the matter as required by Law.
- SBDCC will act fairly and reasonably towards any person who is the subject of allegations of improper conduct. Reprisals against anyone making a complaint will not be tolerated.
- SBDCC will treat everybody involved in an allegation of harm to a young person with dignity and respect, including the alleged perpetrator.
- SBDCC will observe the principles of natural justice.
- SBDCC will not permit a person to work in a role at the club if they believe that on the basis of all information available there would be an unacceptable risk to any person or members
- SBDCC will cooperate with state authorities in resolving allegations of harm
- SBDCC will ensure that employees and volunteers are able to identify and respond appropriately to children at risk of harm and that they are aware of their responsibilities under law to make a report if they reasonably suspect that a child has been, or is being, or could be, abused or neglected
- Images (photograph or film) of children cannot be used inappropriately or illegally. SBDCC require that members, wherever possible, obtain permission from a child's parent or guardian before taking an image of a child that is not their own. We will also make sure that the parent or guardian understands how the image will be used.

PROCEDURE FOR HANDLING ALLEGATIONS OF CHILD ABUSE OR REPORTING HARM

SBDCC will treat any allegation of child abuse or neglect promptly, seriously and with a high degree of sensitivity.

All people working with SBDCC in a paid or unpaid voluntary capacity have a duty to report any concerns to the appropriate authorities, following the steps outlined below.

Step 1: If you believe a child is in immediate danger or a life-threatening situation, contact the Police immediately on 000.

Step 2: SBDCC require any member who becomes aware of, or reasonably suspects a child might be suffering from, or has suffered abuse or neglect, or any situation involving a child at risk of harm, to make a report to the Club by way of the Club Secretary or Club President. You may or may not choose to contact the Police yourself (where relevant) or pass your report onto the Club for them to contact the relevant child protection agency and/or Police.

Step 3: Protect the child and manage the situation. SBDCC will assess the immediate risks to the child and take interim steps to ensure the child's safety and the safety of any other children. SBDCC will consider what services may be most appropriate to support the child and his or her parent/s.

Step 4: If an allegation relates to an alleged offence by a member of SBDCC, the matter can be referred to the following:

- the police for a potential criminal investigation
- a child protection agency for investigation (conducted by the relevant child protection agency)
- a disciplinary or misconduct inquiry/investigation (conducted by SBDCC) - regardless of the findings of the police and/or child protection agency investigations, SBDCC will assess the allegations to decide whether the alleged offender should return to the respective position or face any other disciplinary action. In deciding the appropriate action SBDCC will consider all information relevant to the matter – including any findings made by the police, the child protection authority and/or court – and then set out a finding, recommend actions and the rationale for those actions.

DISCRIMINATION, HARASSMENT AND BULLYING

SBDCC is committed to providing an environment in which people are treated fairly and equitably.

Members have a right to be free from all forms of discrimination, harassment and bullying.

SBDCC recognise that people may not be able to enjoy themselves or perform at their best if they are treated unfairly, discriminated against, harassed or bullied.

SBDCC is welcoming and we will seek to include members from all areas of our community. SBDCC expects all members to abide by the SBDCC, Queensland Cricket and Cricket Australia Codes of Behaviour.

CONTACT OR QUESTIONS

If any person has any questions in relation to the above, please make contact with the President, Secretary or any Committee Member.