



BOXING VICTORIA INCORPORATED



Affiliated with:
BOXING AUSTRALIA INC.
THE VICTORIAN OLYMPIC COUNCIL
THE VICTORIAN COMMONWEALTH GAMES ASSOCIATION

CHILD SAFETY AND WELLBEING POLICY

PURPOSE

Boxing Victoria Incorporated (BVI) Child Safety and Wellbeing Policy demonstrates our commitment to creating and maintaining a child safe and child-friendly organisation, where children and young people are safe and feel safe.

It informs our community of everyone's obligations to act safely and appropriately towards children and guides our processes and practices for the safety and wellbeing of participants across all areas of our events.

SCOPE

This policy:

- applies to all volunteers and contractors whether they work in direct or non-direct contact with participants.
- applies to all physical and online environments.
- should be read together with other child safety and wellbeing policies, procedures and codes as indicated at the end of this document.

DEFINITIONS

The following terms in this policy have [specific definitions](#):

- Child
- Child abuse
- Child abuse (emotional)
- Child abuse (physical)
- Child abuse (sexual)
- Child information sharing
- Child safety
- Child-connected work
- Child-related work
- Duty of Care
- Information Sharing
- Mandatory Reporting
- Reportable conduct
- Volunteer

STATEMENT OF COMMITMENT TO CHILD SAFETY

BVI is a child safe organisation which welcomes all children, young people and their families.

We are committed to providing environments where our participants are safe and feel safe, where their participation is valued, their views respected, and their voices are heard about decisions that affect their lives. Our child safe policies, strategies and practices are inclusive of the needs of all children.

We have no tolerance for child abuse and take proactive steps to identify and manage any risks of harm to participants in our environments.

We promote positive relationships between participants and adults and between participants and their peers. These relationships are based on trust and respect.

We take proactive steps to identify and manage any risk of harm to participants in our environment. When child safety concerns are raised or identified, we treat these seriously and respond promptly and thoroughly.

Particular attention is given to the child safety needs of Aboriginal participants, those from culturally and linguistically diverse backgrounds, international participants, participants with disabilities, those unable to live at home, children and young people who identify as lesbian, gay, bisexual, trans and gender diverse, intersex and queer (LGBTIQ+) and other participants experiencing risk or vulnerability. Inappropriate or harmful behaviour targeting participants based on these or other characteristics, such as racism or homophobia, are not tolerated in our community and any instances identified will be addressed with appropriate consequences.

Child safety is a shared responsibility. Every person involved in our organisation has an important role in promoting child safety and wellbeing and promptly raising any issues or concerns about a child's safety.

We are committed to regularly reviewing our child safe practices, and seeking input from our volunteers, contractors, participants and families to assist in developing our ongoing strategies.

ROLES AND RESPONSIBILITIES

BVI volunteers and our contractors are responsible for ensuring that a strong child safe culture is created and maintained, and that policies and practices are effectively developed and implemented.

BVI will:

- ensure effective child safety and wellbeing governance, policies, procedures, codes and practices are in place and followed.
- model a child safe culture that facilitates the active participation of participants in promoting and improving child safety, cultural safety and wellbeing.
- enable inclusive practices where the diverse needs of all participants are considered.
- reinforce high standards of respectful behaviour between participants and adults, and between participants.
- promote regular open discussion on child safety issues within our community and committee meetings.
- facilitate regular professional learning for volunteers to build deeper understandings of child safety, cultural safety, wellbeing and prevention of responding to abuse.
- create an environment where child safety complaints and concerns are readily raised and no one is discouraged from reporting an allegation of child abuse to relevant authorities.
- participate in child safety and wellbeing training to ensure we are up to date with best practice when dealing with the safeguarding of children in our sport.
- ensure participants' views are taken seriously and their voices are heard about decisions that affect their lives.
- implement inclusive practices that respond to the diverse needs of participants.

BVI Committee

In performing the functions and powers given to them, committee members will:

- champion and promote a child safe culture with the broader community.
- ensure that child safety is a regular agenda item at committee meetings.
- undertake regular training on child safety.
- approve updates to and act in accordance with the Child Safety Code of Conduct to the extent that it applies to BVI volunteers and contractors.

CHILD SAFETY CODE OF CONDUCT

Our Child Safety Code of Conduct sets the boundaries and expectations for appropriate behaviours between adults and participants. It also clarifies behaviours that are not acceptable in our physical and online environments.

We ensure that participants also know what is acceptable and what is not acceptable so that they can be clear and confident about what to expect from adults at all BVI event.

MANAGING RISKS TO CHILD SAFETY AND WELLBEING

Within our community we intend to identify, assess and manage risks to child safety and wellbeing in our physical and online environments. These risks are managed through our child safety and wellbeing policies and managed by a designated BVI representative who will handle each case with complete confidence, liaise with the appropriate authorities to investigate and handle the allegations as deemed appropriate and keep the BVI committee informed accordingly.

ESTABLISHING A CULTURALLY SAFE ENVIRONMENT

BVI is committed to maintaining an inclusive and culturally safe environment where the strengths of all culture values and practices are respected. We do this by engaging with community leaders both formally and informally with the intention of understanding divers' cultural values and practices so that we don't intentionally or unintentionally offend any member of our community. As a child safe organisation, we embrace the rich diversity of our participants, families and community and promote respectful environments that are free from discrimination.

Our focus is on wellbeing and growth for all, and we recognise that every child has unique skills, strengths and experiences to draw on.

As mentioned previously within this and other documents, we pay particular attention to individuals and groups of children and young people in our community with additional and specific needs. This includes tailoring our child safety strategies and supports to the needs of:

- Aboriginal children and young people
- children from culturally and linguistically diverse backgrounds
- children and young people with disabilities
- children unable to live at home or impacted by family violence
- international participants
- children and young people who identify as LGBTIQ+.

CHILD SAFETY KNOWLEDGE, SKILLS AND AWARENESS

Ongoing training and education are essential to ensuring that BVI understand its roles and responsibilities and to effectively address child safety and wellbeing matters. In addition to the child safety and wellbeing policy we also to engage the services of CombatAus, Boxing Australia, VicSport, and the Australian Childhood Foundation to provide ongoing advice and professional learning to equip us with the skills and knowledge necessary to maintain a child safe environment.

COMPLAINTS AND REPORTING PROCESSES

BVI fosters a culture that encourages all volunteers, participants, parents, and the community to raise concerns and complaints. This makes it more difficult for breaches of code of conduct, misconduct or abuse to occur and remain hidden.

We have a clear pathway for raising complaints and concerns as documented within this policy, via our web site and Incident Report Document that the Wellbeing Co-Ordinators have access to and manage discreetly.

PRIVACY AND INFORMATION SHARING

BVI collects, uses, and discloses information about children and their families in accordance with Victorian privacy laws and acknowledges that good records management practices are a critical element of child safety and wellbeing.

RELATED INFORMATION & RESOURCES

- [Vic Gov-child-safe-standards](#)
- [Vic Gov-child-safe-standard-regulators](#)
- [Vic Gov-child-safe-standards-effective-from-1-july-2022](#)
- [Vic Gov-commission for children and young people-child safety standards](#)
- [Child and Family Violence Information Sharing Schemes](#)
- [Family Violence Support](#)
- [Protecting Children: Reporting Obligations](#)
- [Working with Children and other Suitability Checks for Volunteers](#)
- [Identifying and Responding to All Forms of Abuse in Victoria](#)
- [Four Critical Actions](#)
- [Identifying and Responding to Student Sexual Offending](#)
- [Recording your actions: Responding to suspected child abuse template](#)
- [Governance for Public s \(PDF, 6.3MB\)](#)
- [Records Management - Records: Policy](#)
- [Reportable Conduct Policy](#)
- [Council Training Policy](#)

REVIEW OF CHILD SAFETY PRACTICES

BVI has established processes for the review and ongoing improvement of our child safe policies, procedures, and practices.

We will:

- review and improve our policy every 2 years or after any significant child safety incident.
- analyse any complaints, concerns, and safety incidents to improve policy and practice.
- act with transparency and share pertinent learnings and review outcomes with other organisation both within and external to our community.

Approval and review

Last reviewed on	04 December 2023
Consultation	BVI Committee 05/01/23
Endorsed by	BVI Committee TBC/01/23
Next review date	2025