



Child Safe Policy

1. Policy Statement

All children who are part of the Eastern Ranges Bowls Region (the Region) have a right to feel and be safe.

The Region is committed to meeting the expectations of the Victorian Child Safe Standards and ensuring that children and young people who participate in ERBR events and activities have a safe and happy experience.

2. Scope & Responsibility

This Policy applies to participants, parents, spectators, contractors, officials, coaches and volunteers and establishes the expectations and obligations on all parties for their behaviour with children and young people.

3. Aims

The Region aims to protect the safety of children in its care and prevent abuse from occurring. If an allegation of inappropriate conduct is raised, the Region will ensure that the allegation is properly addressed consistent with the Region's child safe strategies and procedures as revised from time to time.

4. Implementation & Overview

The Region has a zero-tolerance approach to child abuse and is committed to promoting and protecting children and young people by:

- taking a proactive approach to the prevention of child abuse by identifying, removing and/or reducing risks;
- encouraging the reporting of allegations when there is concern about the safety, health or wellbeing of children and young people;
- providing mechanisms that are child-friendly and easy to understand so children and young people who may be subject to abuse are able to report allegations themselves;
- treating all allegations seriously by fully investigating and handling any allegations confidentially to the degree that is possible under the law;

- cooperating with the directions of the state Police and/or Department of Health & Human Services in relation to any investigation conducted by these authorities;
- keeping a register of any allegations regarding inappropriate conduct;
- undertaking a comprehensive recruitment and screening process for all staff and volunteers; and
- promoting best practices in relation to child safety.

Supplementary information and procedures have been adopted by the Region to demonstrate compliance with the prescribed Standards.

5. Recruiting staff and volunteers

The Region 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 staff and volunteers, where appropriate; and
- Require police checks and Working with Children Checks for relevant positions.

Our commitment to Child Safety and our screening requirements are included in all advertisements and as part of the induction process for new staff or volunteers.

6. Risk Management

The ERBR Board recognises the importance of a risk management approach to minimising the potential for child abuse or harm to occur

7. Evaluation

Data on allegations of inappropriate conduct and the outcome of any investigations into the alleged conduct will be maintained on an ongoing basis, reviewed at least annually and reported to the ERBR Board by the President.

An analysis of any reports may lead to revisions in the policy or in implementation guidelines as appropriate.

Policy Checklist:

Legislation Compliance (where appropriate)	<i>Children, Youth and Families Act 2005 (Vic)</i> <i>Child Wellbeing and Safety Amendment (Child Safe Standards) Act 2015 (Vic)</i> <i>Crimes Act 1958 (Vic)</i> <i>Working with Children Act 2005 (Vic)</i> ■
Applicable Documents	ERBR Policies/Procedures and other ERBR Documents: Child Safe Policy (Standard 2) Child Safe Code of Conduct (Standard 3) Child Safe Supporting Information & Procedures (Standard 5 & 6) Child Safe Reporting Process (Standard 5) Child Safe Incident Report (Standard 5) Risk Management Policy (Standard 6)
ERBR Strategic Plan Alignment (where appropriate)	Child Safe practices shall apply across implementation of all goals within the Strategic Plan.
ERBR Budget Implications (where appropriate)	Allowances shall be made in the annual budget for training as needed and legal advice if required.

Review History and Version Control

The Region's Child Safe Policy will be reviewed every two years.

Version	Prepared	Reviewed	Approved	Date Approved
1.0	ERBR Secretary	ERBR Board	ERBR Board	March 2019