

## Child Protection Policy: Croydon Cricket Club



### **Introduction**

The Croydon Cricket Club is committed to promoting and protecting the interests and safety of children. We have a zero tolerance approach to child abuse. Everyone involved with the Croydon Cricket Club is responsible for the care and protection of children and reporting information about child abuse to relevant authorities.

### **Purpose**

The purpose of the policy is:

1. To Facilitate the prevention of child abuse occurring at the Croydon Cricket Club
2. To work towards an organisational culture of child safety
3. To prevent child abuse within the Croydon Cricket Club
4. To ensure that all parties are aware of their responsibilities for identifying possible occasions for child abuse and for establishing controls and procedures for preventing such abuse and/or detecting abuse when it occurs.
5. To provide a clear statement to volunteers and club members as to action they should take where they suspect any abuse within the Croydon Cricket Club
6. To provide a clear statement to volunteers and club members forbidding any such abuse
7. To provide assurance that any and all suspected of abuse will be reported and fully investigated.



## **Child Protection Procedures**

### **Responsibilities**

The committee of the Croydon Cricket Club has ultimate responsibility for the detection and prevention of child abuse and is responsible for ensuring that appropriate and effective internal control systems are in place.

The committee of the Croydon Cricket is responsible for:

- Dealing with reports of Child Abuse
- Ensuring that all members and stakeholders are aware of relevant laws, organisational policies and procedures and the organisation's Code of Conduct
- Ensuring that all adults within the Croydon Cricket Club community are aware of their obligation to report suspected sexual abuse of a child in accordance with these policies and procedures;
- Ensuring that all staff, contractors, stakeholders and volunteers are aware of their obligation to observe the Code of Conduct (particularly as it relates to child safety);
- Providing support for volunteers in undertaking their child protection responsibilities.

All **club members** must ensure that they:

- Promote child safety at all times;
- Assess the risk of child abuse within their area of control and eradicate *and* minimise any risk to the extent possible;

Club Members and players should be familiar with the types of abuse that might occur within their area of responsibility and be alert for any indications of such conduct.



The Croydon Cricket Club committee will alert relevant authorities if:

- a) A child states that they have been physically or sexually abused;
- b) A child states that they know someone who has been physically or sexually abused (sometimes the child may be talking about themselves);
- c) Someone who knows a child states that the child has been physically or sexually abused;
- d) Professional observations of the child's behaviour or development leads a professional to form a belief that the child has been physically or sexually abused or is likely to be abused; and/or
- e) Signs of abuse lead to a belief that the child has been physically or sexually abused.

### **Recruitment of New Members and Players**

The Croydon Cricket Club will undertake a comprehensive recruitment and screening process for all players and volunteers which aims to:

- Promote and protect the safety of all children under the care of the organisation;
- Identify the safest and most suitable people who share Croydon Cricket Club's values and commitment to protect children; and
- Prevent a person from playing at Croydon Cricket Club if they pose a risk to children.



## **RESPONDING**

If it is alleged that a member of the Croydon Cricket may have committed an offence or have breached the organisation's policies or its Code of Conduct the person concerned may be stood down while an investigation is conducted.

If the investigation concludes that on the balance of probabilities an offence (or a breach of the organisation's policies or Code of Conduct) has occurred then disciplinary action may follow, up to and including dismissal or cessation of involvement with the Croydon Cricket Club. The findings of the investigation will also be reported to any external body as required.

## **PRIVACY**

All personal information considered or recorded will respect the privacy of the individuals involved unless there is a risk to someone's safety. Croydon Cricket Club will have safeguards and practices in place to ensure any personal information is protected.

Everyone is entitled to know how the personal information is recorded, what will be done with it, and who will be able to access it.



## **REVIEWING**

Every two years, and following every reportable incident, a review shall be conducted to assess whether the organisation's child protection policies or procedures require modification to better protect the children under the organisation's care.

- This policy must be read in conjunction with:
  - o The law of the Commonwealth or of the relevant state or territory;
  - o The organisation's Code of Conduct;
  - o Termination of Employment Policy and Misconduct Procedures.

**CODE OF CONDUCT FOR CROYDON CRICKET CLUB WORKING WITH  
CHILDREN AND YOUNG PEOPLE**



**Members of the Croydon Cricket Club are required to abide by this Code.**

**The Croydon Cricket Club Committee, Captains and Coaches will:**

1. Be responsible for the overall welfare and wellbeing of players and members;
2. Be accountable for managing and maintaining a duty of care towards players, members and volunteers
3. Nominate a Child Protection Officer to provide information and support to all members, volunteers, children, young people and their carers regarding child protection matters.

**All people involved in the care of children on behalf of the Croydon Cricket Club:**

1. Work towards the achievement of the aims and purposes of the organisation;
2. Be responsible for relevant administration of programs and activities in their area;
3. Maintain a duty of care towards others involved in these programs and activities;
4. Establish and maintain a child-safe environment in the course of their work;
5. Be fair, considerate and honest with others;
6. Treat children and young people with respect and value their ideas and opinions;
7. Act as positive role models in their conduct with children and young people;
8. Be professional in their actions;
9. Maintain strict impartiality;
10. Comply with specific organisational guidelines on physical contact with children;
11. Respect the privacy of children, their families and teachers/carers, and only disclose information to people who have a need to know;

12. Maintain a child-safe environment for children and young people;
13. Operate within the policies and guidelines of Croydon Cricket Club; and
14. Contact the police if a child is at immediate risk of abuse (telephone 000).

**No person shall:**

1. Shame, humiliate, oppress, belittle or degrade children or young people;
2. Unlawfully discriminate against any child;
3. Engage in any activity with a child or young person that is likely to physically or emotionally harm them;
4. Initiate unnecessary physical contact with a child or young person, or do things of a personal nature for them that they can do for themselves;
5. Be alone with a child or young person unnecessarily and for more than a very short time;