

# **CSA CHILD SAFETY POLICY**

## **INTRODUCTION**

### **Policy Statement**

Christian Surfers Australia is committed to the safety of all people, in particular children and vulnerable people.

This policy must be followed by all CSA Board, staff, leaders, and volunteers within Christian Surfers Australia. This policy applies to all CSA events and activities.

For definitions of harm in the context of child safety please see Appendix 1. This policy recognises both federal and state legislation and reflects the operational principals of our Code of Conduct.

For the purpose of this policy, a child is a person under the age of 18.

## **CHILDREN'S RIGHTS TO SAFETY AND PARTICIPATION**

CSA staff, leaders and volunteers encourage children to express their views and suggestions through feedback surveys and through listening to them when they speak about matters that directly affect their sense of safety or well-being. We value diversity and do not tolerate discrimination in our words or practices or in those of others.

Part of our work with children is to teach and inform them of what they can do if they feel unsafe, threatened or upset by the behaviour of adults or other children.

We will listen to and act on any concerns children or their carers raise with us.

We are committed to protecting children from harm. 'Harm', as used in this policy, includes any and all of the following types of abuse or neglect of children and young people: physical; sexual; emotional/psychological; racial/cultural or religious.

## **RESPONSIBILITY AND ACCOUNTABILITY**

The CSA Board accepts ultimate responsibility for ensuring CSA is child safe.

The CSA Board appoints the National Administrator as the Risk Management Officer. This person is responsible for ensuring all CSA events and activities are safe.

## **SCREENING**

All CSA staff, leaders and helpers must have valid WWC/Blue cards and will undergo regular screening checks. Anyone who is new to leadership in CSA must undergo a referee check.

## **TRAINING**

CSA requires all CSA staff, leaders and helpers to have done the SP3 Child Safe Training (Keeping Children and Vulnerable People Safe). The Mission Coordinators are to complete The Child Safe SP3 Team Leader training. Regional Coordinators are to complete The Childsafe Coordinator training. This training must be renewed every 24 months. All CSA staff and leaders must read and revise the Child Safety Policy, Code of Conduct and other guidelines each year on completion of Leadership application.

## **CODE OF CONDUCT**

CSA requires that all CSA staff, leaders and helpers adhere to the Code of Conduct.

## **INCIDENT REPORTING**

All incidents relating to the safety of children must have an incident report completed by the Mission Coordinator, and then passed onto the Regional Coordinator for immediate follow-up.

If a child wishes to make a report about an incident with a CSA leader they may do so directly to the Regional Coordinator or the National Director whose details are available on the website. If a Report of Child Abuse of Concern has been made the Regional Co-ordinator must comply and follow the Reporting of Child Abuse Concern Guideline.

## **RECORD KEEPING**

The CSA National Administrator is responsible for all record keeping. This includes maintenance of SMO Child Safe site.

## **OTHER DOCUMENTS**

Alongside this policy and the Code of Conduct, other guidelines are available to assist CSA and its leaders to remain diligent and safe in all its activities. These include a Mission Safety Guideline, a Surf Safety Guideline, a Social Media Safety Guideline and Reporting of Child Abuse Concern Guideline.

## **POLICY REVIEW**

CSA commits to updating and reviewing Child Safety Policy and procedures every 24 months or as information comes to hand about legislation changes.



## **APPENDIX 1**

### **DEFINITIONS OF 'HARM' IN THE CHILD SAFETY CONTEXT**

#### **1. Physical Abuse and Neglect**

Includes intentionally causing, or threatening to cause, physical injury to a child. It includes inadvertently causing injury as a consequence of physical punishment or physically aggressive treatment of a child. The injury may take the form of bruises, cuts, burns or fractures.

It may also include not meeting the necessary developmental needs, such as being provided with adequate food, drinks or rest period, or being exposed to extreme weather without protection.

#### **2. Sexual abuse and grooming**

Sexual harm occurs when a person (adult, adolescent or another child) uses power or authority over a child, or inducements, to involve the child in sexual activity. It involves a wide range of sexual activity, contact or non-contact acts, including grooming behaviours, inappropriate touching, holding, or fondling a child, or exposing a child to pornography and engaging in a sexual act with a child. (Under 16 years or more than 3 years apart in age.)

Some behaviours may not be regarded as abuse, but are unacceptable at CSA:

- Inappropriate conversation of sexual matters
- Coarse language, especially of a sexual nature
- Suggestive gestures or remarks, especially regarding gender or physical attributes
- Jokes of a sexual nature
- Inappropriate touching – that is, uninvited, unwanted or of sexual or sensitive parts.

#### **3. Emotional and Psychological**

Emotional and psychological harm occurs when a person engages in inappropriate behaviours, such as rejecting, ignoring, threatening or verbally abusing a child, or allows others to do so. Because such abuse does not leave physical signs, it is often hidden and underestimated in terms of lifelong impact and damage to physical and emotional growth.

#### **4. Racial, cultural or religious**

Racial abuse is any harmful conduct that discriminates against, or demonstrates contempt, ridicule, hatred or negativity towards a child because of their race, ethnic origin skin colour or other evidence of 'difference'. It may be overt, such as racial vilification or discrimination, or covert, such as demonstrating a lack of cultural sensitivity or positive ideas about a different ethnicity.

Religious or cultural abuse is similar to racial abuse, but is directed towards expressions of religious faith or practice or cultural dress, identifying styles of cultural expression or practices.

The harm that is caused by racial, religious or cultural abuse targets the child's identity.

#### **5. Bullying**

Bullying of a child or young person occurs when there is an inappropriate use of power by an individual or a group, with intent to harm or injure, either physically, emotionally or psychologically. Bullying is usually a deliberate and repeated focus by an individual or a group on the young person.

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