National Framework for Ethical Behaviour and Integrity in Basketball – Appendix 6

Child Safeguarding Policy

Date adopted by BA Board **2 December 2022**

Date Effective **1 January 2023**

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SUMMARY

Basketball has a zero-tolerance policy to child abuse and neglect in any form (including harm and risk of harm, refer to SA Addendum)

Basketball Australia and its Member Organisations are committed to safeguarding and promoting the welfare of Children in basketball by providing a safe and inclusive environment and by ensuring that everyone involved in basketball is educated and informed of their responsibilities to protect and look after Children.

All Children have the right to feel safe and protected from all forms of abuse, harm, and neglect. Children have the right to take part in sport in a safe, positive, and enjoyable environment.

Basketball Australia aims to create and maintain an inclusive, child-safe environment that is understood, endorsed, implemented, and adhered to by everyone involved in basketball.

This Policy is part of Basketball Australia's proactive and preventative approach to upholding its commitment to the safety, wellbeing, participation and empowerment of all Children who access basketball.

This Policy seeks to ensure that everyone involved in our Sport is aware of their rights and responsibilities in relation to Children. This Policy sets out the minimum standards of behaviour expected of those involved in basketball and the behaviours that are not acceptable ('Prohibited Conduct').

This Policy imposes obligations on Basketball Australia and Member Organisations in relation to responding to allegations of Prohibited Conduct, including by reporting suspected Child Abuse to the appropriate authorities, and to implementing a commitment to child safety and child-safe practices, including recruitment and screening of staff and volunteers.

The Child Safeguarding Policy sets out the expected standards to be implemented by Basketball Australia, Member Organisations and Authorised Providers and any complaints or matters arising under this Policy will be dealt with by the applicable Member Organisation or Authorised Provider. Each Member Organisation and each Authorised Provider are responsible for applying this Child Safeguarding Policy.

1. Definitions

1.1 Defined terms not otherwise defined in this Policy have been defined in and have the meaning given to them, in the National Integrity Framework (see SA Addendum for definitions used in South Australia). In this Policy the following words have the corresponding meaning:

'Abuse' means any type of abuse (including physical, emotional, psychological, sexual and inappropriate use of power) that has caused, is causing or is likely to cause harm to a person's wellbeing, whether in person or as the result of a publication viewable by any other person by any means. (a reference to abuse also constitutes a reference to harm or risk of harm for SA members – see SA Addendum)

'Australian Child Protection Legislation' means all state/territory child protection legislation as amended from time to time.

'Bullying' means a person or group of people repeatedly and intentionally using words or actions, or the inappropriate use of power, against someone or a group of people to cause distress and risk to their wellbeing.

'Child or Children' means a child or young person, or two or more children or young persons, who is or are under the age of 18 years.

'Child Abuse' has the meaning given to it in Schedule 1 and includes the following as outlined in that Schedule:

Physical Abuse

Emotional or Psychological Abuse

Sexual Abuse

Neglect

Exposure to Family Violence.

'Child Safe Commitment' refers to Basketball Australia, Member Organisation or Authorised Providers' commitment to child safety in basketball, as outlined in Annexure B.

'Child Safe Practices' refer to the child safety requirements and practices adopted and implemented by Basketball Australia, Member Organisations or Authorised Providers to help ensure the safety of Children participating in basketball as outlined in Annexure B.

'Complaints Policy' means the Complaints Policy set out as Appendix 7 to the Framework.

'Grooming' refers to the process by which an adult establishes a trusting relationship with a child and those associated with the child's care and wellbeing, to create an environment in which abuse can occur.

'Harassment' means any type of behaviour towards a person that they do not want and that is offensive, abusive, belittling or threatening and is reasonably likely to cause harm to the person who is the subject of the harassment.

'Misconduct with a Child' means any behaviour involving a Child that is objectively age inappropriate and/or places the Child at risk of harm.

'MPP' means the Member Protection Policy.

'Policy' means this Child Safeguarding Policy including any schedules and annexures.

'Prohibited Conduct' means conduct in breach of clause 4 of this Policy.

'Recruitment & Screening' means the child safety recruitment and screening requirements adopted and implemented by Basketball Australia, Member Organisations or Authorised Providers to help ensure the safety of Children participating in basketball, as outlined in Annexure C.

'Sexual Misconduct' means:

Sexual Harassment, which is any unwanted or unwelcome sexual behaviour where a reasonable person would anticipate the possibility that the person being harassed would feel offended, humiliated, or intimidated; and

Sexual Offences, which include any criminal offence involving sexual activity or actions of indecency.

'Unlawful Discrimination' includes:

Direct Discrimination, when a person or group of people is treated less favourably than another person or group, because of a personal characteristic; and

Indirect Discrimination, when an unreasonable rule or policy applies to everyone but has the effect of disadvantaging some people because of a personal characteristic they share, where such personal characteristic is protected by applicable anti-discrimination legislation.

'Victimisation' means subjecting a person, or threatening to subject a person, to any unfair treatment because the person has made, or intends to pursue their right to make, a complaint or lawful disclosure, including under applicable legislation or this Policy, or for supporting another person to take such action.

'Vilification' means a public act, conduct or behaviour that incites hatred, serious contempt for, or revulsion or severe ridicule of, a person or group of people because of a particular characteristic they hold, as covered by applicable legislation, including their race or religion, or homosexuality, transgender or HIV/AIDS status.

'WWCC' means a 'Working with Children Check' (however named) under the applicable legislation of a state or territory.

2. Jurisdiction

Who the Policy applies to?

2.1 This Policy applies to all Participants who are members of Basketball Australia, a Member Organisation or an Authorised Provider.

When the Policy applies

2.2 Participants must comply with this Policy (at all times whilst they are participating in Basketball Activities), including:

2.2.1 in relation to any dealings they have with a Child arising from the Participant's, or the Child's involvement in any capacity in Basketball Activities.

2.2.2 in relation to any dealings in relation to a Child that they might have with Basketball Australia, a Member Organisation or an Authorised Provider or their Employees, Contractors, and Volunteers;

2.2.3 when dealing with a Child or other Participant or Basketball Australia, a Member Organisation or an Authorised Provider in their capacity as a Participant in Basketball Activities; and

2.2.4 in relation to their Membership or standing as a Participant in Basketball Activities.

2.3 The following is not within the scope of this Policy:

2.2.5 interactions involving a Participant and a Child where there is no direct or indirect link to Basketball Activities or Basketball Australia, a Member Organisation or an Authorised Provider.

3. How to Make a Complaint/Report

Requirements of Participants

3.1 Participants must always:

3.1.1 comply with the requirements of Responding to Child Abuse Allegations in Annexure A;

3.1.2 comply with the Child Safe Practices as set out in Annexure B;

3.1.3 report any concerns or allegations of Prohibited conduct involving any Participant to Basketball Australia, the relevant Member Organisation or the relevant Authorised Provider in accordance with the Complaints Policy;

3.1.4 provide true and accurate information during Recruitment & Screening;

3.1.5 comply with all obligations that they are subject to under the Australian Child Protection Legislation; and

3.1.6 comply with all legislative obligations that they are subject to in relation to reporting suspected Child Abuse or a WWCC.

Requirements of Basketball Australia, Member Organisations and Authorised Providers

3.2 Basketball Australia, Member Organisations and Authorised Provider must:

3.2.1 adopt, implement, and comply with the:

3.2.1.1 Child Safe Commitment;
3.2.1.2 Child Safe Practices; and
3.2.1.3 Recruitment & Screening,

including reviewing and amending those requirements from time to time;

3.2.2 Comply with the “Responding to Child Abuse Allegation in Annexure A.

3.2.3 use best efforts to assist Participants to fulfil their responsibilities under this Policy and relevant State legislation;

3.2.4 recognise any Sanction imposed under this Policy by Basketball Australia, a Member Organisation or an Authorised Provider; and

3.2.5 take all necessary steps to:

3.2.5.1 enforce any Sanction imposed under this Policy; and

3.2.5.2 procure compliance with the 'Responding to Child Abuse Allegations' in Annexure A.

4 Prohibited Conduct

Prohibited Conduct

4.1 A Participant, Basketball Australia, Member Organisations and Authorised Providers commit a breach of this Policy when:

4.1.1 they, either alone or in conjunction with another or others, engage in any of the following conduct against, or in relation to, a Child or Children in the circumstances outlined in clause 2.2:

4.1.1.1 Child Abuse; (or harm – see SA Addendum)

4.1.1.2 Grooming;

4.1.1.3 Misconduct with a Child;

4.1.1.4 request or infer that the Child keep any communication secret from their parents, guardian, carer, or other Participant such as a coach or administrator, or Basketball Australia, Member Organisation or Authorised Provider;

4.1.1.5 supply alcohol or illicit drugs (including tobacco) to a Child; or

4.1.1.6 supply medicines, except when permitted by law or with the consent of the parent, guardian, or carer of the Child and under a valid prescription for that Child and at the prescribed dosage; or

4.1.1.7 commit any act that would constitute Prohibited Conduct under the Member Protection Policy;

4.1.2 there is a breach of a requirement imposed under clause **Error! Reference source not found.**, or sub-clauses 3.2.1, 3.2.2 or 3.2.5.2;

4.1.3 they are involved in or have knowledge of and do not report a breach of clauses 4.1.1 or 4.1.2; or

4.1.4 they have engaged in an attempt to breach sub-clauses 4.1.1.1, 4.1.1.2, 4.1.1.3, 4.1.1.4, 4.1.1.5, 4.1.1.6 or 4.1.1.7.

5 Reporting

5.1 Where there is an Alleged Breach, this should be reported to and handled by the relevant Member Organisation or Authorised Provider in accordance with the Complaints Policy.

5.2 Where an Alleged Breach is such that it would cause a reasonable person to suspect that a Child is, or is at risk of, being abused and/or neglected:

5.2.1 Basketball Australia, Member Organisations and Authorised Providers must comply with, and procure compliance with, the requirements of Responding to Child Abuse Allegations in Annexure A; and

5.2.2 no further action under the Framework, the Complaints Policy or any other relevant policy in relation to that Alleged Breach, except Provisional Action or Assessment, should occur unless/or until the obligations in 5.2.1 are complied with.

6 Complaints Policy

6.1 All reports, complaints and matters arising under this Child Safeguarding Policy will be dealt with in accordance with the Complaints Policy.

7 Framework

7.1 This Child Safeguarding Policy forms part of Basketball Australia's National Framework for Ethical Behaviour and Integrity in Basketball (the Framework) and all definitions within the Framework apply to this Policy.

SCHEDULE 1 – CHILD ABUSE DEFINITIONS

To be read in conjunction with the SA addendum

'Child Abuse' is the mistreatment of a Child that:

- causes, is causing or is likely to cause any detrimental effect to a Child's physical, psychological, or emotional wellbeing; or
- does, or is likely to, endanger a Child's physical or emotional health, development, or wellbeing,

whether through a:

- single act, omission, or circumstance; or
- series or combination of acts, omissions, or circumstances,
- and includes:

'Physical Abuse' occurs when a person subjects a Child to application of physical force, which may cause injury intentionally or inadvertently as a result of physical punishment or the aggressive treatment of a Child. Physically abusive behaviour includes, but is not limited to:

- shoving, hitting, slapping, shaking, throwing, punching, biting, burning, kicking; and
- harmful training methods or overtraining where there is the potential to result in damage to a Child's physical development.

'Emotional or Psychological Abuse' occurs when a Child does not receive the love, affection, or attention they need for healthy emotional, psychological, and social development or are exposed to violence/abuse against other Children or adults. Such abuse may involve:

- repeated rejection or threats to a Child;
- constant criticism, teasing, ignoring, threatening, yelling, scapegoating, ridicule, intentional exclusion, continual coldness, and rejection;
- Bullying and Harassment; or
- harmful training methods or overtraining where there is the potential to result in damage to a Child's physical, intellectual, or emotional wellbeing and development.

'Sexual Abuse' occurs when an adult, or a person in authority (i.e. older, or younger but more physically or intellectually developed) involves a Child in any sexual activity. A child cannot provide consent, therefore even if 'consent' is given, it still constitutes sexual abuse.

Perpetrators of sexual abuse take advantage of their power, authority, or position over the Child for their own benefit. It can include making sexual comments to a Child, kissing, touching a Child's genitals or breasts, oral sex, or intercourse with a Child.

Sexual exploitation is a form of Sexual Abuse and occurs when Children are forced into or involved in sexual activities that are then unlawfully recorded in some way, or recorded without the consent of one or more parties, or used to produce child sexual abuse material. Such material can be in the form of photographs or videos, whether published or circulated on the internet or social media. Encouraging a Child to view pornographic videos, websites,

or images, or engaging a Child to participate in sexual conversations over social media or otherwise is also considered sexual exploitation.

'Neglect' is the persistent failure or deliberate failure or denial to meet a Child's basic needs. Child Neglect includes the failure to provide adequate food, clothing, shelter, adequate supervision, clean water, medical attention, or supervision to the extent that the Child's health and development is or is likely to be harmed. Types of neglect include physical, medical, emotional, educational neglect and abandonment.

'Exposure to Family Violence' is any abusive behaviour used by a person in a relationship to gain and maintain control over their partner or ex-partner. It can include a broad range of behaviour that causes fear and physical and/or psychological harm. If a Child is living in a household where there have been incidents of domestic violence, then they may be at risk of significant physical and/or psychological harm.

ANNEXURE A: RESPONDING TO CHILD ABUSE ALLEGATIONS

You must ACT.

As a person involved in Basketball Activities you play a crucial role in protecting Children. You must follow the four actions set out below when responding to any Child Abuse allegations.

Action 1 - Responding

If a Child is at risk of immediate harm, you must ensure their safety by:

- Calling 000 for medical and/or police assistance to respond to urgent health or safety concerns;
- Administering first aid, if required:
- Separating at-risk Child and others involved;
- Identifying an appropriate contact person for any on-going liaison with the Police.

If there is no immediate harm, go to Action 2 below.

Action 2 – Reporting

If you suspect, on reasonable grounds that a Child was, or is at risk of being abused and/or neglected, you must report it to the police and/or the relevant State/Territory child protection agency.

If the alleged Child Abuse is occurring in Basketball Australia, a Member Organisation or an Authorised Provider, it must be documented and reported to Basketball Australia the relevant Member Organisation or the relevant Authorised Provider. Basketball Australia, each Member Organisation and each Authorised Provider must have efficient reporting systems in place.

Action 3 – Contact

You must contact the police and/or the relevant child protection agency to determine the information that may be shared with parents/guardians, and who should lead this contact (i.e. police, child protection department or Basketball Australia, a Member Organisation or an Authorised Provider representative). This could include advice:

- Not to contact the parents or guardians in circumstances where they are alleged to have engaged in the abuse.
- To contact the parents/guardians and provide agreed information as soon as possible.

Action 4 - Support

- Support should be provided to any Child that has experienced abuse.
- It is important that the person providing support to the Child does not attempt to provide support which is outside of the scope of their role.
- Support should include maintaining a calm open manner when listening to any allegations and disclosures, while avoiding seeking detailed information or asking leading questions.
- This information needs to be well documented and shared with any required contact.
- Further support for the Child, relevant adults and others involved may be required, including a referral to wellbeing or healthcare professionals and or the development of a safety plan.

Child Safe Contacts in Australian Basketball:

Basketball Australia

Name: Damien Morris

Contact Details: damien.morris@australia.basketball

Basketball ACT

Name: Nicole Bowles

Contact Details: nicole.bowles@basketballact.com.au

Basketball NSW:

Name: David Watts

Contact Details: david.watts@bnsw.com.au

Basketball NT:

Name: John Mitchell

Contact Details: ceo@nt.basketball.net.au

Basketball QLD

Name: Chris Angus

Contact Details: opsmanager@basketballqld.net.au

Basketball SA

Name: Michelle Sterry

Contact Details: msterry@basketballsa.com.au

Basketball TAS

Name: Kylie French

Contact Details: kylie.french@basketballtas.com.au

Basketball VIC

Name: Gerry Glennen

Contact Details: Gerry.glennen@basketballvictoria.com.au

Basketball WA

Name: Jonelle Morley

Contact Details: Jonelle.morley@basketballwa.asn.au

ANNEXURE B: CHILD SAFE COMMITMENT & PRACTICES

CHILD SAFE COMMITMENT STATEMENT

Basketball Australia, Member Organisations and Authorised Providers are committed to ensuring the safety and wellbeing of all Children that are involved in our sport. Our policies and procedures seek to address risks to child safety and to establish child safe culture and practices.

1.1 We are committed to keeping Children safe

(a) Through our Child Safeguarding Policy, we document our clear commitment to keeping Children safe from abuse and neglect. (including harm and risk of harm – refer SA Addendum)

(b) We communicate our commitment to all our staff and volunteers and give them access to a copy of our commitment statement.

1.2 We promote equity and respect diversity

(a) We actively anticipate Children's diverse circumstances and respond effectively to those with additional vulnerabilities.

(b) We give all Children access to information, support, and a complaints processes.

(c) We consider the needs of all Children, particularly Aboriginal and Torres Strait Islander Children, Children with a disability, LGBTQI Children and Children from culturally and linguistically diverse backgrounds.

1.3 Our staff and volunteers know the behaviour we expect

(a) We ensure that each person involved in our delivery of services to Children understands their role and the behaviour we expect in relation to keeping Children safe from abuse and neglect through application of our Child Safe Practices.

(b) We utilise clear position descriptions which clearly state relevant child safe requirements.

(c) We have Child Safe Practices, which are approved and endorsed by Sport Integrity Australia and the Basketball Australia Board that outlines our expectations for behaviour towards Children.

(d) Our staff and volunteers are given a copy of and have access to the Child Safe Practices.

(e) Our staff and volunteers indicate, in writing, that they have read and are committed to the Child Safe Practices.

1.4 We minimise the likelihood of recruiting a person who is unsuitable

(a) We have appropriate measures in place to minimise the likelihood that we will recruit staff or volunteers who are unsuitable to work/volunteer with Children.

(b) We will meet the requirements of the relevant state or territory Working with Children Check regulations.

1.5 Induction and training are part of our commitment

(a) We will provide all new staff, volunteers, and participants with information about our commitment to Child Safety including our Child Safeguarding Policy, Child Safe Practices and Responding to Child Abuse Allegations.

(b) We support ongoing education and training for our staff and volunteers to ensure child safety information is provided and updated as required.

(c) We ensure that our staff and volunteers have up-to-date information relevant to specific legislation applying in the state or territory they are based in or where they may travel to as a part of their duties.

1.6 We encourage the involvement of Children and their parents

(a) We involve and communicate with Children and their families in developing a safe, inclusive, and supportive environment. We will provide information to Children and their parents/carers (such as brochures, posters, handbooks, guidelines) about:

  (i) our commitment to keeping Children safe and communicating their rights;

  (ii) the behaviour we expect of our staff and volunteers and of themselves;

  (iii) our policy about responding to child abuse.

(b) We have processes for encouraging two-way communication with Children and families.

(c) We seek their feedback and have a process for responding.

(d) We respect diversity and seek to facilitate effective communication and involvement.

1.7 Our staff and volunteers understand their responsibility for reporting child abuse

(a) Our policy for responding to child abuse is approved and endorsed by Basketball Australia's Board and applies to all our staff and volunteers. Staff and volunteers must:

  (i) immediately report abuse or neglect and any concerns with policies, practices or the behaviour of staff and volunteers;

  (ii) meet any legislated mandatory or other jurisdictional reporting requirements;

  (iii) follow a specified process when reporting abuse or neglect.

(b) Our staff and volunteers are given a copy of and have access to any relevant policies and understand the implications of the policy for their role.

(c) We document any allegation, disclosure or concern regarding child abuse and monitor responses to all allegations, disclosures, or concerns.

1.8 We maintain and improve our policies and practices

(a) We are committed to maintaining and improving our policies, procedures, and practices to keep Children safe from neglect and abuse.

(b) We have assigned responsibility for regularly maintaining and improving our policies and procedures to the Basketball Australia Integrity Unit.

(c) We monitor our staff, volunteers, and external providers to ensure appropriate practice, behaviour and policies are followed.

(d) We require our staff and volunteers to disclose convictions or charges affecting their suitability to work with Children. We review police record and WWCC checks regularly.

(e) We have formally reviewed our service delivery to identify and document potential risks to Children.

(f) We undertake formal reviews, at least annually, to identify and document potential risks to Children associated with our service delivery.

CHILD SAFE PRACTICES

Basketball Australia, Member Organisations and Authorised Providers are committed to safeguarding everyone involved in our organisations including Children, ensuring that they feel and are safe. Child Safe Practices have been developed to identify and prevent behaviour that may be harmful to the Children in basketball.

A breach of the Child Safe Practices is a breach of the Child Safeguarding Policy and will be managed by Basketball Australia, the relevant Member Organisation or Authorised Provider in accordance with the Complaints Policy.

There may be exceptional situations where aspects of the Child Safe Practices do not apply, for example in an emergency it may be appropriate to physically restrain a child. However it is crucial that, where possible, you seek authorisation prior to taking action that does not comply with these standards or that you notify Basketball Australia, the relevant Member Organisation or relevant Authorised Provider as soon possible after any incident in which these standards are not complied with.

2.1 Sexual misconduct

(a) Under no circumstances is any form of 'sexual behaviour' to occur between, with, or in the presence of Children.

(b) 'Sexual behaviour' needs to be interpreted widely, to encompass the entire range of actions that would reasonably be considered to be sexual in nature, including but not limited to:

  (i) 'contact behaviour', such as sexual intercourse, kissing, fondling, sexual penetration or exploiting a child through prostitution; and

  (ii) 'non-contact behaviour', such as flirting, sexual innuendo, inappropriate text messaging, inappropriate photography or exposure to pornography or nudity.

2.2 Professional boundaries

(a) Participants must act within the scope of their role (as specified in their position description or contract) when working with Children who are involved or have been involved in our sport. They must not:

(i) provide any form of support to a child or their family unrelated to the scope of their role, where there is no existing social, personal or family relationship (e.g. financial assistance, babysitting, provide accommodation);

(ii) use a personal phone, camera, or video camera to take images of Children;

(iii) exhibit any type of favouritism towards a Child;

(iv) transport Children unless specifically approved in writing by the Child's Parent or Guardian;

(v) give gifts/presents to Children other than the provision of official awards;

(vi) engage in open discussions of a mature or adult nature (other than reasonable conversations directly related to the Child's participation in Basketball Activities) in the presence of Children;

(vii) discriminate against any Child, including on the basis of gender identity, culture, race, or disability;

(viii) have one on one contact with a Child outside of Basketball Activities (includes direct contact such as in-person as well as indirect, such as by phone, or online); or

(ix) accept an invitation to attend any private social function at the request of a Child or their family, where there is no existing social, personal, or family relationship.

(b) If a Participant becomes aware of a situation in which a Child requires assistance that is beyond the confines of that person's role, they should undertake any or all of the following at the earliest opportunity:

(i) refer the matter to an appropriate support agency;

(ii) refer the Child to an appropriate support agency;

(iii) contact the Child's parent or guardian;

(iv) seek advice from Basketball Australia, a Member Organisation or an Authorised Provider.

2.3 Use of language and tone of voice

Language and tone of voice used in the presence of Children should:

(a) provide clear direction, boost their confidence, encourage, or affirm them;

(b) not be harmful to Children. In this respect, not use language that is:

(i) discriminatory, racist, or sexist;

(ii) derogatory, belittling, or negative, for example, by calling a Child a 'loser' or telling them they are 'too fat';

(iii) intended to threaten or frighten; or

(iv) profane or sexual.

2.4 Positive guidance (Discipline)

(a) Children participating in our sport will be made aware of the acceptable limits of their behaviour so that we can provide a positive experience for all participants.

(b) Participants must use appropriate techniques and behaviour management strategies to ensure:

i. an effective and positive environment; and

ii. the safety and/or wellbeing of Children and Participants participating in sport.

(c) Participants must use strategies that are fair, respectful, and appropriate to the developmental stage of the Children involved.

(d) Children need to be provided with clear directions and given an opportunity to redirect their behaviour in a positive manner.

(e) Under no circumstances are Participants to take disciplinary action involving physical punishment or any form of treatment that could reasonably be considered as degrading, cruel, frightening or humiliating.

2.5 Supervision

(a) Children participating in our sport programs and services must always be supervised. Supervision must be constant, active, and diligent and requires Participants to always be in a position to observe each Child, respond to individual needs and immediately intervene if necessary.

(b) One-to-one unsupervised situations with Children should be avoided, however some services and programs may involve such circumstances (e.g., medical treatment and physical therapy) and in this case, these situations will need to be identified and recorded by Basketball Australia, a Member Organisation or an Authorised Provider.

(c) Any incident of one-to-one unsupervised contact should be immediately reported to Basketball Australia's, the relevant Member Organisation's or relevant Authorised Providers' management within 24 hours of the incident occurring.

2.6 Use of electronic or online communications

(a) For any electronic or online communication with Children in our sport we adopt a two-deep model, that is, copy in the organisation and a parent or guardian in all communication.

(b) When communicating with Children, Basketball Australia, Member Organisations or Authorised Providers and Participants must ensure content is:

(i) directly associated with delivering our services, such as advising that a scheduled event is cancelled;

(ii) concise with personal or social content limited only to convey the message in a polite and friendly manner;

(iii) devoid of any sexualised language; and

(iv) not promoting unauthorised social activity or contact.

2.7 Photographs of Children

(a) Children are to be photographed or videoed while involved in our sport only if:

(i) the Child's parent or guardian has provided prior written approval for the photographs to be taken or for the video footage to be captured;

(ii) the context is directly related to participation in our sport;

(iii) the Child is appropriately dressed and posed; and

(iv) the image is taken in the presence of other personnel.

(b) Basketball Australia, Member Organisations or Authorised Providers and Participants must not distribute images or videos (including as an attachment to an email) to anyone outside their organisation other than to the Child photographed or their parent or guardian, without organisational knowledge and approval.

(c) Images (digital or hard copy) are to be stored in a manner that prevents unauthorised access by others and will be destroyed or deleted as soon as they are no longer required.

(d) Images are not to be exhibited online or in publications (annual report) without parental knowledge and approval (through a signed image consent form), or such images must be presented in a manner that de-identifies the Child. Any caption or accompanying text may need to be checked so that it does not identify a Child if such identification is potentially detrimental.

(e) Nothing in this provision is intended to restrict parents or guardians from reasonably photographing their own child's participation in basketball. When taking their own photographs, parents and guardians should be mindful of other children and respect the wishes of any parents or guardians who may not want their child to be photographed by other parents or guardians.

2.8 Physical contact with Children

(a) Any physical contact with Children must be appropriate to the delivery of our sport programs or services and based on the needs of the Child such as assisting with the use of equipment, technique, treatment by a health practitioner or administrating first aid.

(b) Under no circumstances should Participants have contact with Children participating in our programs and services that:

(i) involves touching of genitals, buttocks, or the breast area other than as part of delivering medical or allied health services;

(ii) would appear to a reasonable observer to have a sexual connotation;

(iii) is intended to cause pain or distress to the Child (e.g. corporal punishment);

(iv) is overly physical (e.g. wrestling, horseplay, tickling or other roughhousing);

(v) is unnecessary (e.g. assisting with toileting when a Child does not require assistance); or

(vi) is initiated against the wishes of the Child, except if such contact may be necessary to prevent injury to the Child or to others, in which case:

- physical restraint should be a last resort;
- the level of force used must be appropriate to the specific circumstances, and aimed solely at restraining the Child to prevent harm to themselves or others; and
- the incident must be reported to management as soon as possible.

(c) Participants are required to report to Basketball Australia, the relevant Member Organisation or the relevant Authorised Provider any physical contact initiated by a Child that is sexualised and/or inappropriate, for example, acts of physical aggression, as soon as possible, to enable the situation to be managed in the interests of the safety of the Child and Participants.

2.9 Overnight stays and sleeping arrangements

(a) Overnight stays involving Children are to occur only with the Basketball Australia, Member Organisation or Authorised Provider approval and consent of a parent or guardian of the Children involved.

(b) Written approval must be obtained prior to the overnight stay. Written approval could include electronic messaging formats such as email or SMS.

(c) Practices and behaviour by Participants involved during an overnight stay must be consistent with the practices and behaviour expected during delivery of our sport at all other times.

(d) Standards of conduct that must be observed by Basketball Australia, Member Organisations or Authorised Providers and Participants involved during an overnight stay include:

(i) Children are provided with privacy when bathing, toileting, and dressing;

(ii) appropriate dress standards are observed when Children are present – such as no exposure to adult nudity;

(iii) Children will not be exposed to pornographic material, for example, through movies, television, the internet, or magazines;

(iv) Children will not be left under the supervision or protection of unauthorised persons such as accommodation staff, or peers;

(v) sleeping arrangements will not compromise the safety of Children such as unsupervised sleeping arrangements or Children sharing a bed or an adult sleeping in the same bed as a Child; and

(vi) Children have the right to contact their parents, or another adult, if they feel unsafe, uncomfortable, or distressed during the stay.

2.10 Change room arrangements

(a) Children should be supervised in change rooms whilst ensuring their right to privacy.

(b) A minimum of two Participants of the same gender as the group should always be present.

(c) Participants must not shower or change at the same time as supervising groups of Children.

(d) Participants must avoid one-to-one situations with a Child in a change room area.

(e) Participants need to ensure adequate supervision in 'public' change rooms when they are used, providing the level of supervision required for preventing abuse by members of the public, adult users, or general misbehaviour, while also respecting a Child's privacy.

(f) Phones, cameras and recording devices are not to be used in changing rooms and in particular whilst Children are getting dressed.

2.11 Use of, possession or supply of alcohol or drugs

Participants, whilst responsible for the care of Children, must not:

(a) use, possess or be under the influence of an illicit drug;

(b) use or be under the influence of alcohol;

(c) be impaired by any other legal drug such as prescription or over-the-counter drugs;

(d) supply alcohol or drugs (including tobacco); or

(e) supply or administer medicines, except when permitted by law or with the consent of the parent, guardian, or carer of the Child and under a valid prescription for that Child and at the prescribed dosage.

2.12 Parent/Guardian Involvement

Basketball Australia, Member Organisation or Authorised Providers must:

(a) ensure that a parent/guardian is involved in any significant decision, including the signing of any documentation in relation to their Child's involvement in Basketball Activities;

(b) conduct all training sessions in open locations and allow parents/guardians to watch their Children during training;

(c) make parents/guardians aware of the standard of behaviour required when watching their Child during training. Parents/guardians displaying inappropriate conduct may be asked to leave but may not be denied access for an undetermined amount of time.

2.13 Transporting Children

(a) Children are only to be transported in circumstances that are directly related to the delivery of our sport programs and services.

(b) Other than in an emergency, it is not acceptable for Participants to transport Children without prior written approval from their parent or guardian. Gaining approval involves providing information about the proposed journey (and may be a standing approval for regular transport), including the:

(i) form of transport to be used;

(ii) reason for the journey;

(iii) route to be followed, including any stops or side trips; and

(iv) details of anyone who will be present during the journey

(c) When transporting Children, the Participant must drive responsibly, not be impaired by alcohol or any other mind-altering substances, have an unrestricted drivers' licence and to the extent practicable, not be alone in the car with a Child.

(d) Children may only be transported in a vehicle when the manufacturer stated capacity is adhered to and seatbelts and child restraints must meet Australian Standards (AS/NZS1754).

2.14 Drop off and Pick up of Children

Basketball Australia, Member Organisations or Authorised Providers must:

(a) ensure Children and their parent or guardian know the time and location of training and matches, including start and finish times.

(b) arrive before scheduled practice or game times to ensure that Children are not left unattended.

(c) have an accessible register of parent and guardian emergency contact numbers and an operational phone.

(d) ensure they are aware of alternative pick up arrangements for Children and that the parent or guardian has provided consent.

(e) ensure that if a parent or guardian is late, they make reasonable attempts to contact them. It is not the responsibility of Participants to transport Children home if their parent or guardian is late for pick up.

(f) not leave the training or match until all Children have been collected by their parent or guardian.

ANNEXURE C: RECRUITMENT & SCREENING

These recruitment and screening requirements have been developed to provide a fair, safe, consistent, and comprehensive recruitment process across our sport. Our sport takes child protection seriously and ensures that the organisation recruits personnel that are suitably qualified and committed to providing professional, safe, and enjoyable programs and services to Children.

1. Child-Related Positions

1.1 All roles within our sport (employees and volunteers) (both new and existing) must be assessed using Appendix 1: Child-Related Position Assessment. (

1.2 A child-related position means a position that involves or may involve contact with children, either under the position description or due to the nature of the role.

1.3 Positions assessed as 'child-related' must be appointed using the recruitment and screening process outlined in Annexure C.

2. Position Descriptions

2.1 Developing appropriate selection criteria for a position is a valuable first step to reducing the risk of appointing someone who poses a child safety risk.

2.2 Examples of appropriate selection criteria may include: 'Must have experience working with Children.' 'Must be able to demonstrate an understanding of appropriate behaviours when engaging with Children.'

3. Advertising

3.1 All positions identified as child-related will include the following statement in the position description and any advertising: {Organisation} is committed to protecting Children from harm. We require all applicants that will work with Children to undergo an extensive screening process prior to appointment.

4 Interviews

4.1 All applicants for child-related positions are required to attend at least one interview, preferably in person or on a videoconference (e.g. Zoom etc.).

4.2 During the interview, questions regarding the applicant's suitability to work with Children must be included. Refer to Appendix 2: Interview Requirements and Sample Questions.

5 Working with Children Checks

5.1 Working with Children Check (WWCC) laws aim to prevent people who pose a risk from working with Children as paid employees or volunteers. WWCC laws are currently in place in all Australian states and territories.

5.2 These laws require certain individuals involved in areas such as sport and recreation to undertake a check to determine their suitability to work (in a paid or volunteer capacity) with Children. Whether a particular individual is required to undertake a check depends on the WWCC laws of the relevant state or territory. (refer to SA addendum)

5.3 Basketball Australia, Member Organisations or Authorised Providers must meet the requirements of the relevant state or territory WWCC laws. Specific state and territory requirements can be found here: https://aifs.gov.au/resources/resource-sheets/pre-employment-screening-working-children-checks-and-police-checks

5.4 All personnel that require a WWCC will supply a copy of it to, or be validated by, the organisation making the appointment. (see SA Addendum for validation requirement applicable to SA)

5.5 Basketball Australia, Member Organisations or Authorised Providers may not engage a person who does not have a satisfactory WWCC in the relevant jurisdiction(s).

5.6 Regardless of whether an individual is required or otherwise eligible to obtain a WWCC in the relevant jurisdiction(s), it is a serious breach of the Child Safe Policy if an individual:

(a) who has convictions that would make them ineligible to be granted a WWCC, is appointed to a child-related position in our sport; or

(b) continues in a child-related position if they have been charged or convicted of a crime that would make them ineligible to be granted a WWCC.

5.7 Participants are required to report any criminal conviction or charge that indicates that they may present a potential risk to the Children to whom they help deliver programs or services, such as illegal drug possession or use, gun crimes and assault including adult sexual assault.

6 National Criminal History Record Checks

6.1 Depending on the relevant jurisdictional legislation Basketball Australia, Member Organisations or Authorised Providers may require the preferred candidates to have completed a 'national criminal history record check' (also known as a 'police check') where the candidate does not otherwise meet the jurisdictional threshold to apply for and obtain a WWCC.

6.2 A criminal history does not automatically preclude an applicant from being appointed unless their criminal history suggests that they may pose a risk to Children. If there is information relevant to the employment decision, the applicant will be provided with an opportunity to respond to the contents of their police check (if they wish to do so).

6.3 The decision to appoint or not appoint an applicant because of a police check result, along with the rationale for that decision, must be communicated to the applicant by Basketball Australia, Member Organisations or Authorised Provider.

6.4 A copy of the police check must not be retained. The original must either be returned to the applicant if requested or be destroyed in a secure manner on completion of the recruitment process. If the applicant is appointed, a record of the date and certificate number of the police check should be recorded in their personnel file.

7 International Criminal History Record Checks

7.1 Any applicant who has resided overseas for 12 months or more in the last ten years must obtain an international criminal check.

7.2 Some countries will not release information regarding an individual for personal or third-party purposes. Where police records checks cannot be made, reference checks must be conducted with at least two referees that personally knew the individual whilst they were residing in the other country.

7.3 Basketball Australia, Member Organisations or Authorised Provider must inform the applicant that referees will be asked whether they have knowledge or information concerning the applicant that would adversely affect the applicant from performing the job, including any relevant criminal offences. The credentials of persons acting as referees must be verified and can include previous employers or government officials.

7.4 Overseas applicants should not commence until this process is satisfactorily completed.

8 Monitoring compliance

8.1 Basketball Australia, Member Organisations or Authorised Providers will ensure that all personnel in child-related positions have a current WWCC as specified in state and territory legislation: https://aifs.gov.au/cfca/publications/pre-employment-screening-working-children-checks-and-police-checks/part-overview

9 Reference checks

9.1 Basketball Australia, Member Organisations or Authorised Provider will conduct a minimum of two reference checks for the preferred applicant to gather additional information about the applicant's suitability to work in the role for which they have applied.

9.2 The selected referees must:

(a) be able to provide information relating to the applicant's suitability to work with Children;

(b) have known the applicant for at least 12 months;

(c) not be related to the applicant;

(d) be able to vouch for the applicant's reputation and character.

Please note: Written character references are not sufficient unless also followed up and verified through direct contact.

9.3 Referees will be asked directly about any concerns they may have about the applicant working with Children. Refer to Appendix 3: Reference Check Requirements and Sample Questions.

10 Qualification and registration checks

10.1 Educational or vocational qualifications, or professional registration will be verified for the preferred applicant for the position, if applicable.

11 Minors

11.1 If a person under the age of 18 is appointed to a child-related position, Basketball Australia, Member Organisations or Authorised Provider must:

(a) comply with the relevant WWCC legislation; (refer to SA Addendum)

(b) undertake appropriate screening (interviews and referee checks);

(c) ensure that they are aware that they are bound by the Child Safeguarding Policy, Child Safe Practices and the obligations associated with working with Children; and

(d) obtain information about any pre-existing relationships, especially where the Child-applicant interacts personally with another Child participant.

APPENDIX 1: POSITION ASSESSMENT CHECKLIST

Note: State and territory jurisdictions have different requirements regarding screening and WWCC. This child-related position assessment aims to assist Member Organisations identify child-related positions however, it should not be used to determine if a Participant requires a WWCC. (see SA Addendum)

Specific state and territory requirements can be found here.

Question – Does the Position/activity (paid/unpaid or volunteer):	
	Y/N
Involve supervising children?	
Involve being alone with children or engaging with children in a way that is not observed or monitored?	
Involve activities with children away from the organisation's usual location?	
Involve direct one-on-one or group contact with children via phone, letter, email, online or social media?	
Involve supervising child-to-child online contact?	
Have access (online or paper based) to a child's or children's personal and/or confidential information?	
Involve the need for physical contact/touching children?	
Involve any of the following: transporting children; over-night supervision; and/or out-of-town activities?	
Have a perceived or actual level of authority (including from a child's perspective)?	
Involve any other type of contact with children?	

If you answered YES to one or more of the above questions, the position is a child-related position.

Basketball Australia, the Member Organisation or Authorised Provider (as applicable) is required to undertake the recruitment and screening process as outlined in Annexure 3, including conducting interviews and reference checks.

Basketball Australia, the Member Organisation or Authorised Provider (as applicable) must also meet the requirements of the relevant state or territory WWCC laws.

APPENDIX 2: INTERVIEW REQUIREMENTS & SAMPLE QUESTIONS

- The interview process is a very important step in selecting the right people for your organisation and in identifying any people that may pose a risk of harm to children.
- An open-ended style of behavioural-based questioning will give insights into the applicant's values, attitudes and understanding of professional boundaries and accountability.
- All applicants should be informed during the interview that referees will be contacted as part of any final selection process.

Questions that MUST be asked

- Would you please tell us about your beliefs and values in relation to working with children?
- Would you please tell us about your awareness and understanding of child protection?
- Would you please tell us about your professional experience, competencies, and qualifications in relation to working with children?
- What boundaries are important when working with children?
- Have you ever had any disciplinary action taken against you in relation to you working with children?

Additional Questions (for positions that work predominately with children) that MAY be asked

- What do you find most rewarding about working with children?
- What do you find most challenging about working with children?
- How would you handle a child that is behaving in a manner that is disruptive in a group setting?
- How do you think your peers, supervisors and referees would describe the way you work with children?
- Are there any children whom you would not wish to work with and, if so, why?
- How would you deal with a child who is acting aggressively?
- Have you ever lost your temper working with children? What was the trigger for this? What was the outcome?
- How would you respond to a child who disclosed they were being subjected to abuse?
- A parent of a child attending your service wants someone from the organisation to care for their child out of hours. What would be your response to this request?
- What would you do if you thought another staff member or volunteer had harmed or was harming a child?
- What would you do if you thought a child was being abused at home?
- Can you tell us about children you have found challenging to work with? What strategies do you use to handle challenging behaviour?

Additional Questions (for positions that work predominately with children) that MAY be asked

- How would you handle a child that appears sad and refuses to participate in activities?

Take notice of your own thoughts and feelings when interacting with the applicant. Ask for more information if the applicant does not provide sufficient information in his or her responses.

Red Flags include, but are not limited to:

- unexplained lengthy gaps in employment history
- strange or inappropriate questions / statements about children
- expresses an interest in spending time alone with children / in working with children of a particular age or gender
- excessive interest in child photography
- being evasive or inconsistent in responding to questions.

APPENDIX 3: REFERENCE CHECK REQUIREMENTS & SAMPLE QUESTIONS

- The purpose of seeking references is to obtain objective and factual information to support appointment decisions.
- Ask the same questions of each referee.
- When contacting the referee, identify yourself and your position, give the name of the candidate and the reason for your call.
- Before asking questions, describe the job and the competencies that you are seeking.

Questions that must be asked:

- Are you related to the applicant? (Please note, if the person answers yes, you cannot proceed with this referee check and another referee needs to be obtained from the applicant).
- In what capacity have you known the applicant and for what length of time? (Please note, if less than 12 months another referee should be obtained from the applicant)
- How would you describe the personal character of the applicant?
- Would you have any concerns about this applicant working with or being in contact with children?
- Would you have any concerns if this applicant was working with or being in contact with children unsupervised?
- How does the person respond to supervision/oversight?
- In your time working with the applicant, was there anything that led you to believe that this applicant is not suitable to work with or be in contact with children?
- To your knowledge, has this person ever been involved with any kind of abuse or neglect of children?

The panel should consider the validity of the referees by reflecting on the following questions:

- What is the relationship between the referee and the applicant?
- Has the referee known the applicant in a professional capacity and if so when and for how long?
- Is the referee able to provide relevant information about the applicant's work history and performance?
- Has the referee observed the applicant demonstrating the skills and knowledge required for the position?

Red Flags include, but are not limited to:

- A reluctant referee
- A referee who does not know (or appear to know) the applicant well
- Information that the referee will not provide
- Information that differs from the applicant's account
- Evasive or convoluted responses
- Referees that would not re-hire the applicant
- Referees that cannot be contacted
- Referees that were not informed they would be used.

Child Safeguarding Policy South Australian Addendum

1 Introduction

1.1 In South Australia, organisations providing services to children and young people must, by law, provide child safe environments. Those organisations are required to:

1.1.1 have child safe environments policy(ies) in place and at a minimum, review their policy(ies) once every 5 years;

1.1.2 meet Working with Children Check obligations; and

1.1.3 lodge a child safe environments compliance statement with the Department of Human Services and lodge a new statement each time policy(ies) are reviewed and updated (or every 5 years, whichever occurs first).

1.2 The South Australian Addendum (Addendum) has been developed to supplement the Child Safeguarding Policy to meet compliance requirements. To the extent of any inconsistency between this Addendum and the Child Safeguarding Policy, this Addendum will prevail. Any capitalised terms used and not defined in this Addendum have the meaning given in the Child Safeguarding Policy.

1.3 The Child Safeguarding Policy and this Addendum must also be read, interpreted, and applied with reference to, and in conjunction with, the Child Safety (Prohibited Persons) Act 2016 as defined in section 2 below.

1.4 The purpose of this Addendum is to ensure that Member Organisations, Authorised Providers and Participants in South Australia comply with their legislative obligations under the South Australian Child Protection Legislation. This Addendum is not intended to create any additional Prohibited Conduct under the Child Safeguarding Policy.

2 Definitions

2.1 Defined terms not otherwise defined in this Addendum have been defined in and have the meaning given to them, in the Framework and/or the Child Safeguarding Policy. In this Addendum the following words have the corresponding meaning:

'Harm' as defined in the Child Safety Act means physical or psychological harm (whether caused by an act or omission), including harm caused by sexual, physical, mental, or emotional abuse or neglect. This definition should be read in conjunction with the definition of Child Abuse as outlined in Schedule 1 of the Child Safeguarding Policy.

'Mandatory Notifiers' means people specified under the Child Safety Act to report to the Department for Child Protection if they suspect on reasonable grounds that a child is, or may be at, risk and this suspicion is formed in the course of their work (paid or unpaid).

'Prescribed Position' means a position:

- in which a person works, or in the ordinary course of his or her duties, it is reasonably foreseeable that a person in that position will work, with children and/or young people.
- set out in the *Prohibited Persons Regulations 2019 (SA) (PDF 120 KB)*.

'Prohibited Persons Act' means the *Child Safety (Prohibited Persons) Act 2016* (SA), being the South Australian legislation regarding Working with Children Check requirements.

'Risk' as defined in Section 18 of the Safety Act. This includes that a child or young person will be taken to be at risk if:

(a) the child or young person has suffered harm (being harm of a kind against which a child or young person is ordinarily protected); or
(b) there is a likelihood that the child or young person will suffer harm (being harm of a kind against which a child or young person is ordinarily protected).

'Safety Act' means the *Children & Young People (Safety) Act 2017* (SA)**,** being the South Australian Child Protection Legislation.

'Basketball South Australia' is the governing body for Basketball in South Australia.

3 Scope

3.1 The Addendum applies to all Member Organisations, Authorised Providers and Participants affiliated with Basketball South Australia.

4 Working with Children Checks

4.1 The Prohibited Persons Act requires people working or volunteering with children in South Australia to have a valid Working with Children Check and not be a Prohibited prior to commencing working with children and young people.

4.2 A Participant who works in a Prescribed Position must have a valid Working with Children Check.

4.3 A person who is providing a service or activity in the course of the operation of a club or association with a significant membership of, or involvement by, children, is considered to be working in a Prescribed Position.

4.4 If a club or association has significant involvement by children, then under the Prohibited Persons Act and Regulations all volunteers and employees are required to have a valid Working with Children Check (and not be a Prohibited Person), regardless of whether they have contact with children.

4.5 A Member Organisation or Authorised Provider can only appoint or continue to appoint a Participant in a Prescribed Position if:
(a) they have verified that the Participant has had a Working with Children Check conducted in the last 5 years; and
(b) that the person is not prohibited from working with children.

4.6 A Member Organisation or Authorised Provider must register with the Central Assessment Unit (Department of Human Services (DHS) Screening Unit) and verify via their Organisation Portal that the Relevant Person has a valid working with Children Check and is not prohibited, It is not acceptable to sight a clearance e-mail, the verification must be done online.

4.7 The Prohibited Persons Act requires organisations to contact the Department of Human Services Screening Unit if:

(a) they become aware of any assessable information in relation to the person;
(b) they become aware that the person is prohibited from working with children under a law of the Commonwealth or of another state or territory;
(c) they become aware that the person is (or becomes) a registrable offender under the *Child Sex Offenders Registration Act 2006*; or
(d) the person makes a disclosure to the employer under section 66 of the *Child Sex Offenders Registration Act 2006.*

5 Mandatory Notifiers

5.1 Under the Child Safety Act, the following people are mandated notifiers:

(a) medical practitioners
(b) pharmacists
(c) registered or enrolled nurses
(d) dentists
(e) psychologists
(f) police officers
(g) community corrections officers under the Correctional Services Act 1982
(h) social workers
(i) ministers of religion
(j) employees of, or volunteers in, an organisation formed for religious or spiritual purposes
(k) teachers employed to teach in a school, pre-school, or kindergarten
(l) employees of, or volunteers in, an organisation that provides health, welfare, education, sporting or recreational, childcare, or residential services wholly or partly for children and young people, being a person who:
    (i) provides such services directly to children and young people or
    (ii) holds a management position in the organisation the duties of which include direct responsibility for, or direct supervision of, the provision of those services to children and young people[1]
(m) an officer or employee of a prescribed organisation (as per section 114, of the Safety Act) who holds a management position in the organisation, the duties of

[1] Section 30(3), Children and Young People (Safety) Act 2017

which include direct responsibility for, or direct supervision of, the provision of services to children.[2]

5.2 Mandated notifiers are required by law to notify the Department for Child Protection via the Child Abuse Report Line (CARL), **Phone: 13 14 78**, if they suspect on reasonable grounds that a Child is, or may be, at risk and the suspicion is formed in the course of the person's work (whether paid or voluntary) or in carrying out official duties.

5.3 By way of general guidance, reporting obligations arise where there is "a reasonable suspicion" that a Child may be "at risk".

6 Child Safe Environments Compliance

6.1 Under the Safety Act, Member Organisations and Authorised Providers affiliated with Basketball South Australia:

(a) with significant membership of, or involvement by, Children and Young People; or

(b) who provide coaching to Children and Young People,

must:

(c) prepare or adopt policies and procedures designed to ensure that safe environments for Children and Young People are established and maintained; and

(d) lodge (or have a representative body such as Basketball South Australia lodge on its behalf) a statement with the Department of Human Services certifying that these child safe environment policies and procedures are in place for affiliated clubs.

6.2 Adoption and implementation of the Child Safeguarding Policy and this Addendum will assist Member Organisations and Authorised Providers affiliated with Basketball South Australia to meet these obligations.

6.3 To be included on Basketball South Australia Child Safe Environments Compliance Statement, Member Organisations and Authorised Providers affiliated with Basketball South Australia must provide the required information annually as specified by Basketball South Australia.

6.4 Failure to do so means that a Member Organisation or Authorised Provider affiliated with Basketball South Australia will need to separately and independently lodge a compliance statement of its own, confirming its compliance (assuming appropriate compliance steps have been taken). Failure to lodge a compliance statement can result in a fine up to $10,000.

[2] Regulation 9, Children and Young People (Safety) Regulations 2017

7 Child Safeguarding Policy Implementation

Risk Management

7.1 Basketball South Australia takes a risk-based approach to ensure that all activities are child safe and will undertake risk assessments for any activity that may involve contact with children.

7.2 The risk assessment will consider:

(a) the contact (with Children) and levels of direct supervision.

(b) the risk factors.

(c) the mitigation factors.

(d) the management strategies.

Involving Children

7.3 Basketball South Australia is committed to involving children in decisions that affect them and providing them with information about their rights. We will do this by:

(a) obtaining feedback from Children through surveys or focus groups.

(b) providing a child-friendly version of the Child Safeguarding Policy and other procedures.

(c) displaying child-friendly posters about Children's rights and how to raise a concern at local sports clubs/venues.

Supporting Employees and Volunteers

7.4 Basketball South Australia is committed to providing Employees and Volunteers with ongoing training and support to ensure they understand their responsibilities in relation to Child safety. We will do this by:

(a) conducting an induction for all employees and volunteers outlining their obligations under the Child Safeguarding Policy and Child Safe Practices.

(b) directing staff and volunteers to this policy and the Basketball SA Working with Children Policy

(c) undertaking regular performance appraisals.

(d) appointing a Child safety officer.

(e) including online training concerning child safety and wellbeing as part of the induction and training process for new staff.

(f) providing professional development opportunities to build knowledge and skills regarding the wellbeing and development of Children.

(g) Providing resources via the Basketball SA website for employees and volunteers to access additional information.

Communication and Awareness of Child Safeguarding Policy

7.5 Basketball South Australia is committed to promoting a child-safe sporting environment. We will do this by:

(a) having child-safe resources on our website.

(b) providing information about child safe environments as part of registration processes, affiliation policies, and coach and officials accreditation, and conditions of entry to Basketball SA stadiums.

(c) utilising social media channels to promote the Child Safeguarding Policy and the value Basketball places on Child safety.

(d) displaying posters about Child Safe Practices and how to make a complaint or provide feedback at local sports clubs/venues.