



## **Member and Child Welfare Policy**

### **Objective**

Breakers Swim Club (Breakers) is committed to the health, safety and well-being of all its members and to providing a safe environment for all members and service providers participating in club activities.

The objective of the Member and Child Welfare Policy is to ensure that:

- the Breakers core values, good reputation, positive behaviours and attitudes are maintained;
- every person involved in the club is treated with respect, dignity and is safe and protected from bullying, harassment or discrimination, and
- everyone involved with the club is aware of his or her legal and ethical rights and responsibilities.

### **Policy Principles**

This policy has been developed using the following principles and guidelines:

- Breakers Bylaws.
- Swimming Australia Safe Sport Framework

### **Member Welfare**

Breakers adopts Swimming Australia's Safe Sport Framework.

The Member Welfare and Child Welfare Policies assist in ensuring that every person involved in swimming is treated with respect and dignity, is safe and protected from abuse. They also aim to ensure that everyone involved in swimming is aware of their legal and ethical rights and responsibilities. In the policies, any form of bullying, harassment or discrimination is actionable and the policies outline the procedures to be followed under such circumstances.

Breakers swimmers must feel safe at training and at competitions, particularly when traveling with other swimmers, coaches, support staff and officials. No one should verbally abuse anyone, make racist or sexist jokes or comments, touch anyone in a way that makes them feel uncomfortable, or discriminate against or harass anyone.

Breakers has taken a proactive approach to ensuring the security of all swimmers. All coaches and team managers are required to complete the "Working with Children" check pursuant to the Working with Children (Criminal Records Checking) Act 2004 and possess a working with children card.

The Club secretary shall have in place a procedure by which the Working with Children Clearances may be conveyed into his/her custody for review and secure retention. All Working with Children Clearances received at the Club shall only be opened and viewed by the President.

Adverse "Working with Children" clearance results shall be handled with the utmost confidentiality. Any person subject of an adverse "Working with Children" clearance shall be restricted in any or all duties which they may perform in relation to members.



## POLICY HANDBOOK

All coaches and team managers are required to disclose to the President of the Club if they are charged with any criminal offence, this disclosure is to occur within 24 hours of any charge/s being made.

All coaches are required to hold Swimming Australia accreditation and as part of their accreditation will complete the Swimming Australia Safe Sport course. Team managers who are not coaches but who accompany athletes on camps or travelling teams will also be required to complete the Safe Sport course.

The Executive committee will annually appoint a Member Protection Information Officer, the details of these officers will be advertised on the website with this policy. If an athlete parent, coach or official feel that they have been treated in any way that does not meet with the Member Welfare or Child Welfare policies, they are encouraged to contact a Grievance Officer.

**The MPIO can be reached via email address [mpio@breakerswaswimclub.org](mailto:mpio@breakerswaswimclub.org)**

As part of Swimming Australia and the Club's commitment to protecting the safety and welfare of children involved in the sport's activities, the Safe Sport Framework requires individuals and organisations bound by it to meet State and Territory legislation where specific legislation exists and provide procedures for other State and Territories until new child protection legislation relevant to that specific State and Territory is introduced.