



Preston Baseball Club Inc

Child Safe Policy

Purpose

This **Child Safe Policy** was written to demonstrate the strong commitment of the volunteer committee, officials and coaches, host families and authorised persons engaged by Preston Baseball Club Inc (**Preston Pirates**) to child safety and to provide an outline of the policies and practices the Preston Pirates has developed to keep everyone safe from any harm, including abuse.

Commitment to Child Safety

All children who associated with the Preston Pirates have a right to feel and be safe. The welfare of the children in our care will always be our first priority and the Preston Pirates has a zero tolerance to child abuse. The Preston Pirates aims to create a child safe and child friendly environment where children feel safe and have fun and the Preston Pirates activities are always carried out in the best interests of the children.

Application of this Policy

This policy was developed by the Preston Pirates and applies to all individuals involved in our organisation (volunteer and paid) including, but not limited to:

- Board
- Committee
- Officials
- Coaches
- Players
- Participants
- Parents
- Spectators

All of the people to which this policy applies have a role and responsibility in relation to child protection. They must all:

- understand the indicators and risks of child abuse;
- appropriately act on any concerns raised by children; and
- understand and follow all applicable laws in relation to the protection of children and reporting or management of child safety concerns.

Child Abuse

Child abuse can take a broad range of forms including physical abuse, sexual abuse, emotional or psychological abuse and neglect. People to whom this policy applies need to be aware that child abuse can occur whenever there is actual or potential harm to a child, and these are circumstances that the Preston Pirates is committed to reducing the risk of occurrence.

Children's Rights to Safety and Participation

The Preston Pirates encourages children to express their views about their safety. We listen to their suggestions, especially on matters that directly affect them. We actively encourage all children who use our services to 'have a say' about things that are important to them.

This is encompassed in our Club Mission, Club Vision, Club Commitment, and Club Culture which is found on our website and regularly communicated and reinforced within the Preston Pirates community.

Parents are encouraged to 'have a say' by bringing any matters to the attention of the Board or Coach in the first instance.

Players are encouraged to 'have a say' by bringing any matters to the attention of the Board or Coaches in the first instance. They may feel more comfortable discussing a matter as peers and if this is the case participants are encouraged to discuss the matter with the Player Leadership Group who are then required to bring the matter to the attention of the Board or Coach in the first instance.

Coaches are encouraged to 'have a say' by bringing any matters to the attention of the Board or Coach in the first instance.

We listen to and act on any concern's children, or their parents, raise with us.

Valuing Diversity

We value diversity and do not tolerate any discriminatory practices. To achieve this we:

- promote the cultural safety, participation and empowerment of Aboriginal children and their families.
- promote the cultural safety, participation, and empowerment of children from culturally and/or linguistically diverse backgrounds and their families.
- welcome children with a disability and their families and act to promote their participation; and
- seek appropriate volunteer coaches and officials from diverse cultural backgrounds.

Recruiting volunteers

The Preston Pirates takes the following steps to ensure best practice standards in the recruitment and screening of volunteers:

- Require Working with Children Checks for volunteer Board, Committees, Coaches and Team Managers of which must be provided annually.
- Require a minimum Coach accreditation as follows. Level 2 (issued prior to 2021 and still valid) or Baseball USA Level A, Sport Integrity Australia Anti-Doping Fundamentals (Previously ASADA Level 1)
- Require all volunteer Board, Committee, Coaches and, Team Managers to undertake as a minimum Play By The Rules (1) Child Protection Online Course, (2) Harassment & Discrimination Online Course, (3) Ethical Decision Making, evidence of which must be provided.
- Acknowledgement and acceptance of Preston Pirates Child Safe Code of Conduct is required by each volunteer.

Supporting volunteers

The Preston Pirates seeks to attract and retain the best volunteers. We provide support and supervision, so people feel valued, respected and fairly treated. We have developed a Code of Conduct to provide guidance to our volunteers, all of whom receive training on the requirements of the Code.

Reporting a child safety concern or complaint

The Preston Pirates has appointed Kirsty Davis as Child Safety Person with the specific responsibility for responding to any complaints made by, volunteers, parents or children. That person can be contacted by email: secretaryforpbc@gmail.com or mobile 0415 561 443.

Our complaints process is outlined in [Preston Baseball Club Inc Child Safety Reporting Process](#).

As a Member of Baseball Victoria which participates in the Victorian Summer Baseball League the Baseball Australia Member Protection Policy also applies. This policy can be found in the "Resources" section of the Baseball Australia website.

Risk Management

We recognise the importance of a risk management approach to minimising the potential for child abuse or harm to occur and use this to inform our policy, procedures and activity planning. In addition to general occupational health and safety risks, we proactively manage risks of abuse to our children. To reduce the risk of child abuse occurring, adults to whom this policy applies should avoid direct, unsupervised contact with children. For example, this should be a consideration when:

- using change room facilities;
- Overnight Training Camp pre tour
- Hotel accommodation while on tour
- Overnight stays with Host Families while on tour
- travel; or
- physical contact when coaching or managing children.

Reviewing this policy

This policy is reviewed every 12 months in conjunction with those covered by this code of conduct.

*Reviewed and Endorsed by the Preston Pirates Board.
15 August 2021*

*Next Review Due
1 August 2022*