



Child Protection Policy

Policy Statement

1. The West Australian Gliding Association (WAGA) and its member clubs are committed to providing an environment that is safe for participation in gliding activities. WAGA will not tolerate the criminal act of child sexual maltreatment, which occurs when a child (defined as a person under the age of 18 years) has been exposed or subjected to sexual behaviours or acts which are exploitative and /or inappropriate to his or her developmental level. Such behaviour involves a wide range of sexual activities that exploit children and includes forcing, tricking, bribing, threatening or pressuring a child into sexual activity.
2. This Child Protection Policy conveys a message to all members and prospective members responsible for gliding activities, particularly those involving members under 18 years of age, about what is acceptable behaviour and about minimising risk exposure. Managers, instructors, coaches, officials, leaders, trainers and management personnel have a responsibility to provide safeguards dedicated to the well-being of those under the age of 18 years (youth).
3. The abuse of youth members by other members or an external source is not acceptable. WAGA encourages all incidents of such abuse as described above to be reported immediately to the appropriate authorities.

Code of Conduct

WAGA endorses the following code of conduct for those responsible for activities involving persons under the age of 18 years. As a member, you should meet the following requirements in regard to your conduct during gliding activities.

1. A Manager will:

- Agree to abide by the code of conduct
- Be responsible for the overall welfare and well-being of group or team members and officials when travelling with a group or team
- Maintain a duty of care towards group or team members and an accountability for the management of the group or team

2. An instructor/ coach/ trainer will:

- Agree to abide by the code of conduct
- Be responsible for matters concerning the instructing, coaching, training and development
- Maintain a duty of care towards others and an accountability for matters relating to training and competition

- Ensure that any physical contact with others is:
 - (a) Appropriate to the situation
 - (b) Necessary for the person's skill development
- Provide a safe environment for training and competition

3. An official/ administrator will:

- Agree to abide by the code of conduct
- Be fair, considerate and honest with others
- Operate within the rules of WAGA and the gliding club
- Be professional in your actions. Your language, presentation, manner and punctuality should reflect high standards
- Resolve conflicts fairly and promptly through established procedures
- Maintain strict impartiality
- Maintain a safe environment for others
- Show concern and caution towards others

Safeguards

The safeguards below apply to those members who undertake the delivery or supervision of youth activities in their capacity as managers, instructors, coaches, trainers, officials, administrators etc.

These are responsible positions in the organisation and as such must adopt the following risk minimisation measures to protect themselves from any misconceptions about their behaviour in performing their designated roles.

1. Do not engage or allow others to engage in any of the following:
 - Abusive initiation ceremonies
 - Sleeping in closed quarters with youths without a second adult representative, parent etc.
 - Aggressive, physically distressing or sexually provocative activities
 - Sexually suggestive comments about or to a youth
 - Inappropriate or intrusive touching of a youth
2. Maintain an open door policy when conducting briefings, meetings and assemblies of members. Invite all youths, parents, friends and other leaders to participate, particularly when performing interviews, transporting youth members and conducting excursions.
3. Male and female adults or parents should be encouraged to accompany youths when undertaking club activities away from home and especially overnight.

Rights and Responsibilities

WAGA club members, youth and adult, reserve certain rights and members and carry with them certain responsibilities.

Youths

Have the right to:

- To be safe
- To be listened to
- To be respected
- To privacy
- To take calculated risks in a protective environment
- To an inclusive environment
- To be referred to professional help if needed
- To be protected from abuse by other members or outside sources

Members

Have the right to:

- Access to ongoing training and information on all aspects of leading/managing activities for youths, particularly member protection
- Support in the reporting of suspected abuse
- Access to professional support services
- Be protected from abuse by youths, other adult members and parents

WAGA clubs

Have the right to:

- Expect all members to comply with its code of conduct
- Expect all youth member to maintain standards of reasonable behaviour
- Take appropriate action of members breach the code of conduct or organisation's policy
- Expect all members to undertake appropriate training when advised to
- Expect all members not to abuse members physically, emotionally or sexually
- Take appropriate action in the event of accusations
- Acquire police checks relating to convictions in relevant areas

Youths

Are responsible for:

- Showing respect for both youth and adult members
- Keeping themselves safe
- Accurately reporting inappropriate behaviour or risky situations for youth members

Members

Are responsible for:

- Fostering team work to ensure the safety of youth members in their care
- Using appropriate team management behaviour
- Responding to youth members' statements of concerns about alleged abuse
- Ensuring the rights and responsibilities of youth members are enforced
- Reporting suspected abuse to the appropriate authority
- Not abusing members physically, emotionally or sexually
- Maintaining confidentiality about sensitive information as designated by the appropriate authority

WAGA clubs

Are responsible for:

- Providing a safe environment for members
- Providing ongoing training and information for members, wide promotion of this policy and procedures
- Facilitating open discussion on child protection issues
- Provide support to members who report accusations of abuse
- Treating suspected abuse information confidentially
- Taking appropriate action if members breach standards of reasonable behaviour or policies and regulations

Procedures

Preventative Measures

WAGA gliding clubs will implement a series of screening measures to ensure that the people appointed to positions within the organisation are of sound character. Screening measures may include the following:

1. Only GFA accredited coaches, instructors and inspectors will be used, to minimise the risk of utilising unsuitable persons and ensure that officials meet a standard minimum level of competence.
2. New members or members transferring in from other clubs will be process checked to verify suitability before being assigned to positions of responsibility
3. Police clearances and criminal record checks will be made where required or if considered appropriate, where officials or volunteers have contact with children.
4. Clubs may choose to use a confidential declaration form as a screening method for persons who volunteer their services for activities where youths are involved.

Breaches

1. In the event of an incident or complaint under this policy, the same procedures as set down for investigating and resolving complaints under the WAGA Anti-Harassment Policy shall be used.
2. The Complaints Officer appointed for the purposes of the Anti-Harassment Policy shall also be the officer designated to take responsibility for resolving alleged child protection breaches.
3. It is essential that procedural fairness and natural justice be shown to all parties concerned. However, it is also paramount in the case of an alleged child protection breach that the youth concerned is treated sensitively and is not required to face the alleged perpetrator.
4. Parents must be informed as soon as possible, even if the alleged breach has been quickly resolved to the satisfaction of everyone.

Policy Review and Approval

1. The WAGA committee approves this policy on 19 April 2003.
2. The WAGA President is responsible for this policy and will ensure a review of the policy is conducted periodically.