



AUSCYCLING

**CHILD SAFE SPORT
COMMITMENT**

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1. Purpose

AusCycling governs a sport involving children and young people between the ages of 2 and 18 years. All forms of cycling occur throughout Australia and engage children and young people through a number of programs including competitions and races, social rides, participation activities and skill development programs, camps and clinics.

AusCycling take seriously the responsibility to deliver a sporting environment that is caring, nurturing, respectful and safe.

AusCycling promote equity and respect diversity by:

- actively anticipating children's diverse circumstances and responding effectively to those with additional vulnerabilities
- by giving all children access to information, support and complaints processes
- paying attention to the needs of Aboriginal and Torres Strait Islander children, children with a disability and children from culturally and linguistically diverse backgrounds.

It is the responsibility of all at AusCycling from the Board to staff and volunteers, to:

- protect children and young people from all forms of abuse, bullying and exploitation by AusCycling employees or volunteers
- be alert to incidents of child abuse and neglect occurring outside of our sport that may have an impact on the children and young people
- create and maintain a child safe culture that is understood, endorsed and put into action by all the individuals who work for, volunteer or access our programs and services.

AusCycling expect all within the sport, regardless of their role or level of responsibility, to act to keep children safe from such harm by:

- adopting the practices and behaviour that have been set as the standard when carrying out their roles, and reporting any abuse or neglect of which they become aware to AusCycling management and/or to external authorities responsible for child protection or to police, regardless of whether that abuse is being perpetrated by staff and volunteers within the sport, or by those outside the sport including those from the child's family, extended family, their family's extended network or strangers.

2. AusCycling's Commitment

AusCycling is committed to ensuring the safety and wellbeing of all children and young people who are involved in our sport. AusCycling's policies and procedures seek to address risks to child safety and to establish child safe culture and practices. AusCycling's suite of child safe policies is: are accessible in forms that are easy to understand; have been informed by stakeholder consultation; and are communicated to children, young people and their families, AusCycling staff and volunteers and the general public. AusCycling regularly review the policies, gain endorsement of changes and advise staff and volunteers of changes.

AusCycling is committed to keeping children & young people safe

Through the Child Safe Sport Framework suite of policies and procedures, AusCycling will document a clear commitment to keeping children and young people safe from abuse and neglect. AusCycling will communicate this commitment to all staff and volunteers and give them access to a copy of the commitment statement.

Staff and volunteers know the expected behaviour

AusCycling ensure that each person involved in the delivery of services to children and young people understands their role and the behaviour we expect in relation to keeping children and young people safe from abuse and neglect through application of the Code of Behaviour. AusCycling utilise clear position descriptions, which clearly state relevant child safe requirements. The Code of Behaviour is approved and endorsed from the highest levels of the organisation and outlines the expectations for behaviour towards children and young people. AusCycling staff and volunteers are given a copy of and have access to the Code of Behaviour. Staff and volunteers indicate, in writing, that they have read and are committed to the Code of Behaviour.

Minimise the likelihood of recruiting a person who is unsuitable

AusCycling have appropriate measures in place to minimise the likelihood of recruiting staff or volunteers who are unsuitable to work / volunteer with children or young people. AusCycling's recruitment procedures ensure:

- the child safe commitment is communicated to potential applicants for positions
- face-to-face interviews are held which includes child safety related questions
- two professional reference checks are undertaken
- screening checks are undertaken, including identity, criminal record, working with children or equivalent checks and qualification checks.

Induction and training are part of AusCycling's commitment

AusCycling provide all new staff and volunteers with information during their induction about our commitment to keep children safe including the policy, Code of Behaviour and child abuse reporting policy. There is a process for ensuring all staff and volunteers complete child safe training. We support ongoing education and training for staff and volunteers to ensure child safe information is provided in an ongoing way.

AusCycling ensure that its 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.

Encourage the involvement of children, young people and their parents

AusCycling involve and communicate with children and young people, and their families in developing a safe, inclusive and supportive environment. Information is provided to children and their carers (such as brochures, posters, handbooks, guidelines) about:

- AusCycling's commitment to keeping children safe and communicating their rights
- the behaviour expected from AusCycling staff and volunteers and of themselves
- AusCycling's policy about responding to child abuse.

AusCycling have processes for encouraging two-way communication with children and families. AusCycling seek their feedback and have a process for responding, respect diversity and seek to facilitate effective communication and involvement.

Staff and volunteers understand their responsibility for reporting child abuse

AusCycling's policy for responding to child abuse is approved and endorsed from the highest levels of the organisation and applies to all AusCycling staff and volunteers. The policy states that:

- staff and volunteers must immediately report abuse or neglect and any concerns with policies, practices or the behaviour of staff and volunteers
- staff and volunteers must meet any legislated mandatory or other jurisdictional reporting requirements
- staff and volunteers must follow a specified process when reporting abuse or neglect including who will receive reports
- failure to report is serious misconduct.

AusCycling staff and volunteers are given a copy of and have access to the policy and understand the implications of the policy for their role. AusCycling will document any allegation, disclosure or concern regarding child abuse and monitor responses to all allegations, disclosures or concerns.

Maintain and improve policies and practices

AusCycling are committed to maintaining and improving policies, procedures and practices to keep children and young people safe from neglect and abuse. AusCycling have assigned responsibility for maintaining and improving our policies and procedures to the Chief Executive Officer and/or delegated authority.

AusCycling will monitor staff and volunteers and external providers to ensure appropriate practice and behaviour, and policies are followed. AusCycling will communicate with staff and volunteers to ensure that they understand the policies and that the policies are effective in the work place. AusCycling requires its staff and volunteers to disclose convictions or charges affecting

their suitability to work with children and young people and we review police record and Working with Children records periodically.

AusCycling has formally reviewed its service delivery to identify and document potential risks to children or young people. AusCycling undertake formal reviews, at least annually, to identify and document potential risks to children or young people associated our service delivery. AusCycling has a procedure to undertake annual reviews, as part of ongoing compliance with child safe requirements.

3. Related Documents

Child Safe Sport Code of Behaviour
Member Protection Policy
Social Media Policy
Code of Conduct
Coach and Instructor Code of Behaviour

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LET'S RIDE TOGETHER