

# National Principles for Child Safe Organisations

## Basketball SA Guidelines



### Our Commitment:

Basketball SA is committed to ensuring an environment that is safe, welcoming, supportive, and nurturing.

We are committed to equity, diversity, inclusion and giving our young members a voice.

We are committed to continuous improvement of our policies, procedures, and practices.

We are committed to ensuring our members have access to information and know what to do if they need help.

Steps for Basketball SA	Steps for Club/Association
<b>Child safety and wellbeing is embedded in organisational Leadership, governance, and culture</b>	
<ul style="list-style-type: none"> <li>Governance policies: member protection policy, working with children policy, child safeguarding policy and codes of conduct</li> <li>Risks monitored by the Risk and Governance Committee</li> <li>Induction includes child safety education</li> </ul>	<ul style="list-style-type: none"> <li>Systems reflect governance policies</li> <li>Trained child safety officer and member protection officer</li> <li>Volunteers and staff are aware of responsibilities to child safety and mandatory reporting</li> </ul>
<b>Children and Young people are informed about their rights, participate in decisions affecting them and are taken seriously</b>	
<ul style="list-style-type: none"> <li>Child safety resources</li> <li>Escalation point</li> <li>Advice</li> </ul>	<ul style="list-style-type: none"> <li>Children know who to speak to if they don't feel safe</li> <li>Children have a voice</li> <li>Coaches involve children in decision making</li> <li>Children help ensure the safety of their peers</li> </ul>
<b>Families and communities are informed and involved in promoting child safety and wellbeing</b>	
<ul style="list-style-type: none"> <li>Information available on the Basketball SA website for access by families</li> <li>Contact form available to provide feedback</li> <li>Complaints procedures</li> </ul>	<ul style="list-style-type: none"> <li>Coaches are encouraged to involve families in a child's development</li> <li>Suitable people to manage complaints. Complaints documented and information used to support improvements</li> </ul>
<b>Equity is upheld and diverse needs respected in policy and practices</b>	
<ul style="list-style-type: none"> <li>Code of Conduct</li> <li>Play by the Rules online training in Child Protection, and Harassment and Discrimination for anyone responsible for children or their environment</li> <li>Diversity and inclusion resources</li> </ul>	<ul style="list-style-type: none"> <li>Coaches understand and remain sensitive to cultural needs and individual capabilities</li> <li>Play by the Rules online training in Child Protection, and Harassment and Discrimination for anyone responsible for children or their environment</li> </ul>
<b>People working with children and young are suitable and supported to reflect child safety and wellbeing values in practice</b>	
<ul style="list-style-type: none"> <li>Recruitment practices comprise multiple screening mechanisms including Working with Children Checks</li> <li>Position Descriptions and advertising reflect child safety</li> <li>Performance appraisals include child safety aspects</li> </ul>	<ul style="list-style-type: none"> <li>Working with Children Checks are obtained and verified</li> <li>International Criminal Check obtained for anyone who has resided overseas in the last ten years</li> <li>Suitability for a role determined using multiple mechanisms</li> <li>Appraisals review child safety aspects</li> </ul>
<b>Processes to respond to complaints and concerns are child focussed</b>	
<ul style="list-style-type: none"> <li>Processes reflect natural justice</li> <li>Appropriate staff assigned to complaint management</li> <li>Confidentiality is maintained</li> </ul>	<ul style="list-style-type: none"> <li>All complaints are responded to and documented</li> <li>Support is provided</li> <li>Confidentiality is maintained</li> </ul>
<b>Staff and volunteers are equipped with the knowledge, skills, and awareness to keep children and young people safe through ongoing education and training</b>	
<ul style="list-style-type: none"> <li>Child safe/member protection staff training every 3 years</li> <li>Induction includes child safety information</li> </ul>	<ul style="list-style-type: none"> <li>Designated person to contact for child related concerns</li> <li>Mandatory reporting education</li> <li>Induction includes child safety information</li> </ul>
<b>Physical and online environments promote safety and wellbeing while minimising the opportunity for children and young people to be harmed</b>	
<ul style="list-style-type: none"> <li>Social media policy</li> <li>Video and Photography policy</li> <li>Risk Management Framework</li> </ul>	<ul style="list-style-type: none"> <li>Risk assessment of activities and mitigation strategies/policies developed eg. training, indies, travel</li> <li>Physical environments are assessed for safety</li> </ul>
<b>Implementation of the national child safe principles is regularly reviewed and improved</b>	
<ul style="list-style-type: none"> <li>Policy review framework</li> <li>Information communicated to clubs via the President Email</li> <li>Information communicated to members via social media and direct email</li> </ul>	<ul style="list-style-type: none"> <li>Improvements to processes informed by child/parent feedback, complaint trends and analysis, information from Basketball SA.</li> </ul>
<b>Policies and procedures document how the organisation is safe for children and young people</b>	
<ul style="list-style-type: none"> <li>Policies and procedures accessible</li> <li>Governance policies for consistency across clubs/associations</li> <li>Audit process</li> </ul>	<ul style="list-style-type: none"> <li>Annual Child Safe Questionnaire provided to Basketball SA</li> </ul>

*The steps for clubs/associations is also relevant to Basketball SA programs (eg. high performance, Ivor Burge)  
This document is intended to be read in conjunction with the various policies cited herein*