



Child and Youth Risk
Management Strategy
Marlin Coast Swimming Club
2022-2023

V1: July 2022



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Statement of Commitment

Marlin Coast Swimming Club formally adopts *Swimming Australia's National Integrity Framework Child Safe Guarding Policy* <https://www.swimming.org.au/integrity-policies-rules/national-integrity-framework>

In summary, Marlin Coast Swimming Club endorses and supports the principles of the United Nations Convention on the Rights of the Child 1989 (ratified in Australia in 1990). The Convention recognises that Children or Young People under the age of 18 years need special care and protection.

Marlin Coast Swimming Club makes the following commitments to our children and young people:

- - We are committed to the safety and well-being of all children and young people who access any of our activities, programs, events or services.
- - We are committed to providing children and young people with positive and nurturing experiences.
- - We will support families and communities to promote children and young people's healthy development and wellbeing.
- - We will strive to ensure that children or young people are protected.
- - We will strive to ensure that children or young people are not exploited, abused or harmed during their involvement with any of our activities, programs, events or services.
- - We will listen to children or young people and address any concerns that they raise with us.
- - We will ask for consent from children, young people and their parents/carers before we seek out or provide information about them to any other individuals or organisation. However, we may not ask for consent to disclose information to Police, regulatory authorities or relevant statutory child protection agencies in the event that we have concerns about the safety and well-being of a specific child or young person.

Marlin Coast Swimming Club also commits to our parents and carers the following:

- - We are committed to supporting parents and carers to protect their children and young people.
- - We will offer assistance that builds on a family's strengths, is sensitive to their cultural and religious beliefs and empowers them to meet the changing needs of their children and young people.
- - We are committed to communicating honestly and openly with parents and carers about the wellbeing and safety of their children and young people.
- - We will promote and distribute information about this Child Protection Commitment Statement to children, young people and parents/carers as part of an introduction to our services and programs. The information will be made available in a developmentally appropriate language and translated to accommodate the main communities that access our services.
- - We aim to be transparent in our decision-making with parents and carers as long as doing so does not compromise the safety of children or young people or breach any confidentiality obligations.



Code of Conduct

Marlin Coast Swimming Club formally adopts *Codes of Conduct – Swimming Australia’s Safe Sport Framework* document which can be accessed at: <https://www.swimming.org.au/integrity-policies-rules/codes-conduct>

In summary, Marlin Coast Swimming Club endorses the values held by Swimming Australia and agree that it is critical to swimming in Australia that values drive our behaviours and conduct. We adopt the following values and their meanings:

Integrity and Respect

- Recognising the contribution that people make to our sport, treating them with dignity and consideration, as well as caring for the property and equipment they use.
- We employ fairness in decision making out of respect to all.

Teamwork

- We collaborate and work together to achieve outcomes and resolve issues. We support one another in and out of the pool.

Fun and Enjoyment

- We aim to make swimming enjoyable for all those participating in it. We recognise and reward the efforts of others and fuel the passion for everyone in our sport to swim and have fun along the way.

Excellence

- We strive for best practice in everything we do – seeking the highest standards in order to achieve the best possible outcomes for ourselves, our team and our sport.

Please see the link for the full Code of Conduct – especially 3.5 (General Code of Conduct) and 3.6 (Code of Conduct for dealing with Children or Young People).



Recruitment, selection, training and management

Marlin Coast Swimming Club adopts the recommended Recruitment and Screening requirements for selecting and recruiting paid employees set out by Swimming Australia: <https://www.swimming.org.au/community-1/employers>

Marlin Coast Swimming Club will ensure that any paid/contracted employees have undergone a Working with Children Check and hold a valid Blue Card, however it is noted that at no time would a child ever be left in the care of a paid/contracted employee or volunteer of Marlin Coast Swimming Club. Parents/carers are expected to be at all Club Nights and swimming events or place their child in the care of another parent.

Handling disclosures or suspicions of harm, including reporting guidelines

Marlin Coast Swimming Club adopts the Complaints Procedure set up by Swimming Australia as part of the National Integrity Framework, which can be accessed here: https://www.swimming.org.au/sites/default/files/assets/documents/mar_2022_swimming_-_nif_complaints_disputes_and_discipline_policy.pdf

All suspicions or disclosures of harm should be immediately reported to the President of Marlin Coast Swimming Club to follow the above process. The President will report the matter directly to Swimming Australia if required as well as Queensland Police.

Should the information suggest that an employee, volunteer, or parent of Marlin Coast Swimming Club is putting a child at risk, the Executive Committee will immediately take action to ensure that all parties are safe while the matter is being investigated.

The President will seek guidance from Department of Child Safety/Queensland Police if required.



Managing breaches of your risk management strategy

Marlin Coast Swimming Club adopts the Complaints Procedure set up by Swimming Australia in the attached: https://www.swimming.org.au/sites/default/files/assets/documents/mar_2022_swimming_nif_complaints_disputes_and_discipline_policy.pdf

Risk management plans for high-risk activities and special events

Marlin Coast Swimming Club does not hold high-risk activities and as previously documented, parents/carers are always present with their children at events and are responsible for caring for their children.

Marlin Coast Swimming Club has a Risk Management Plan in place for Club Nights which can be located on our website and is held at our Swim Office.

Should our procedures change in the future and swimmers are away on trips without parents/carers, Marlin Coast Swimming Club adopts the recommendations set out in *Swimming Queensland's Safe Trips Away* document: https://qld.swimming.org.au/visageimages/About_Us/Policies__Procedures/Safe_Trips_Final_updated.pdf

Policies and Procedures for Managing Compliance with Blue Cards

Marlin Coast Swimming Club will meet our requirements of the Blue Card System by:

- Having a Child and Youth Risk Management Strategy in place
- Conducting annual reviews of the Child and Youth Risk Management Strategy and documenting this review *Child Youth Risk Management Strategy Page 5 of 7 Updated: July 2018*
- Having procedures in place for compliance with Blue Card screening requirements for employees and volunteers, which includes:
 - Identification of who requires a Blue Card or Exemption Card – Paid Coaching Staff only
 - The nominated contact person within the club who is the contact person for Blue Card Services is *President, Ramayana Loveridge*, and they will ensure the following the Blue Card processes are maintained, such as:



- managing new Blue Card applications;
- managing existing blue card holders;
- managing changes in police information;

- managing high-risk individuals.

Strategies for communication and support

Marlin Coast Swimming Club will make our Child and Youth Risk Management Strategy available to members via our website and they will receive an email communication to confirm that this is available in their welcome email. The Executive Committee will also have a copy of this document in the clubhouse and some sections will be highlighted on the club noticeboards. The Executive Committee will also make announcements about this strategy and its key points at club nights as necessary.

The Executive Committee will have training around this document at an executive committee meeting to ensure that they fully understand how to address these requirements and deal with breaches.

Should staff/volunteers need support to deal with these issues, the Executive Committee will ensure that they provide this support including mediation, counselling or any other support deemed necessary by the Executive Committee.