



2022-24

**Making services
safer for children**



#ChildSafeStandards

CHILD SAFETY

IS EVERYONE'S RESPONSIBILITY

<https://smne.org.au/child-safety/>

Standard 1



Child safety is embedded in organisational leadership, governance and culture

CHILD SAFETY IS EMBEDDED IN ORGANISATIONAL LEADERSHIP, GOVERNANCE AND CULTURE

IMPLEMENTATION

Swimming Metro North East is committed to embedding child safety in our organisation by adopting Swimming Australia's Safe Sport Framework (SSF) and Codes of Conduct, and Sport Integrity Australia's National Integrity Framework (NIF).

We enforce compulsory Working With Children Checks (WWCC) and (follow these up by verifying them) for SMNE committee members, coaches, technical officials and support staff.

The SSF and NIF confirms the shared responsibility we all have for keeping each other safe in swimming – children and adults alike. It was first adopted by SMNE in 2018, and updated in January 2024.

- SMNE have a designated volunteer role – MPIO/Child Safety Officer
- Child safety is on our agenda at every meeting

Standard 2



Children participate in decisions affecting them and are taken seriously



ATHLETES PARTICIPATE IN DECISIONS AFFECTING THEM AND ARE TAKEN SERIOUSLY

IMPLEMENTATION

In 2022 Swimming Metro North East appointed a senior National swimmer to the role of Development Convenor with a subcommittee of other Swimmers and coaches within the SMNE Area.

Having experienced swimmers and Coaches from different Clubs on the Board of SMNE allows Coaches and athletes to contribute to decisions affecting swimmers and their Clubs.,

SMNE have an online Complaints, Compliments and Feedback form. The SMNE Board take all complaints or concerns seriously and respond promptly and thoroughly.

Feedback is sought regularly from Coaches and athletes throughout each season.

Standard 3



Families and communities are informed and involved



FAMILIES AND COMMUNITIES ARE INFORMED AND INVOLVED

IMPLEMENTATION

Children are safer when organisations include parents, carers and families in their activities and consult them on children's development. We strive to maintain a high standard of communication with our members through our known social media channels, e-newsletters, information emails and our website.

Contact details for various roles on our Board are listed on our website under the *Contact Us* page.

To ensure complete transparency, when communication is necessary with members aged under 18, correspondence is sent to their parent/guardian only, or in addition to, the swimmer.

Our website dedicates a whole page to Child Safety which includes important information and links related to the safety and well being of all children.

It is a condition of entry to all SMNE meets that a parent/guardian contributes to the running of the carnival as a Technical Official, Timekeeper or other volunteer duty.

Standard 4



Equity is upheld and diverse needs are taken into account



EQUITY IS UPHELD AND DIVERSE NEEDS ARE TAKEN INTO ACCOUNT

IMPLEMENTATION

At SMNE our goal is to build participation and connection by creating an inclusive swimming community, where everyone is made to feel welcome, have equal opportunities and are treated with respect. We do this through the support and implementation of Swimming Australia's Inclusion and Diversity Policy, and the implementation of the Inclusive Swimwear policy.

At SMNE we uphold equity and diverse needs are taken into account. Our Multi-Class and Para-athletes are included in all our events in our calendars.

Our Technical Official committee consists of English and Non-English speaking persons who are able to communicate to our members in multiple languages.

We use our social media platforms to acknowledge special occasions and awareness "weeks" such as "RUOK", "NAIDOC", LGBTI awareness etc.

Standard 5



People working with children are suitable and supported



PEOPLE WORKING WITH CHILDREN ARE SUITABLE AND SUPPORTED

IMPLEMENTATION

At Swimming Metro North East we work to ensure that the people working with children are suitable and supported by requiring all Committee members and Technical Officials to undergo a Working with Children Check, following the Safe Sport Framework recruitment policy, and requiring all staff to complete the Sport Integrity Australia Child Safeguarding course.

Our Technical Official committee strive to ensure our meets are run by the appropriately qualified technical officials. Our Area Technical Official committee offer ongoing training and support to all accredited technical officials and welcome all members from SMNE Clubs to participate in ongoing training opportunities to become accredited technical officials.

Standard 6



Processes to respond to complaints of child abuse (or other concerns) are child-focused



PROCESSES TO RESPOND TO COMPLAINTS OF CHILD ABUSE (OR OTHER CONCERNS ARE CHILD-FOCUSED

IMPLEMENTATION

We know that child safe cultures create environments where stakeholders can identify and report suspected harm of children.

Swimming Metro North East follows the Safe Sport Framework and National Integrity Framework complaint procedures. All stakeholder complaints are heard in complete confidence by the SMNE Member Protection Information Officer (MPIO), and are taken seriously.

Complaints or reports can be made in complete confidence online via the digital form on our website or via email to mpio@smne.org.au

Standard 7

Staff are equipped with the knowledge, skills and awareness to keep children safe, through continual education and training



STAFF, COACHES AND VOLUNTEERS KNOW HOW TO KEEP CHILDREN SAFE WITH CONTINUAL EDUCATION AND TRAINING

IMPLEMENTATION

A child safe organisation promotes continuous learning and provides regular ongoing education and training. Swimming Metro North East staff, coaches and leaders are informed how to look out for signs of vulnerable children and how to report complaints, as outlined in the Safe Sport Framework. Accreditations are also kept up to date for courses that contribute to the safety of children including First Aid, CPR, COVID-19 infection control.

SMNE have numerous links to online training courses in the *Continual Education and Training* section on the *Child Safety* page of our website and encourage all members to do the Sport Integrity Australia Child Safeguarding course.

SMNE have a designated child safety officer/MPIO on our committee. They can be easily contacted via email: mpio@smne.org.au

Standard 8



Physical and online environments minimise the opportunity for abuse or other kinds of harm to occur

PHYSICAL AND ONLINE ENVIRONMENTS MINIMISE THE OPPORTUNITY FOR ABUSE OR OTHER KINDS OF HARM TO OCCUR

IMPLEMENTATION

Swimming Metro North East has a zero-tolerance policy for abuse. We have adapted our physical environments to minimise opportunities for abuse to occur, including implementing separate change rooms for Technical Officials or volunteers and swimmers at our events. We also have long-held child safeguarding policies at overnight camps that ensure adequate mixed gender adult supervision, and that adult and child accommodation is always separate.

Our Board members closely monitor our social media platforms for inappropriate comments or content. Any breaches are dealt with immediately and thoroughly.

Standard 9



Implementation of the
Child Safe Standards is
continuously reviewed and improved

IMPLEMENTATION OF THE CHILD SAFE STANDARDS IS CONTINUOUSLY REVIEWED AND IMPROVED

IMPLEMENTATION

The Board of SMNE acknowledges that it takes ongoing effort to maintain a safe environment for children. To ensure all of our stakeholders can implement child safe measures, we have made it easy for everyone to find the information on child safety processes on Swimming Metro North East's website and social media platforms.

SMNE also regularly undertakes an audit of policies and procedures to ensure they are up to date with the new Child Safe Standards.



Standard 10



Policies and procedures document how the organisation is child safe

POLICIES AND PROCEDURES DOCUMENT HOW THE ORGANISATION IS CHILD SAFE

IMPLEMENTATION

Swimming Metro North East's policies and procedures reflect the Child Safe Standards, which are thoroughly addressed in Swimming Australia's Safe Sport Framework (SSF), adopted by Swimming Metro North East in 2018. In 2020, Swimming Australia updated the SSF to make it even more child-centred, and we have embraced this fully.

In 2022 SMNE adopted the Sport Integrity Australia National Integrity Framework (NIF). We take a proactive approach to mitigate integrity threats to sports and provide a safe, fair and healthy environment for participants at all levels of sport.

The SSF and NIF confirms the shared responsibility we all have for keeping each other safe in swimming – children and adults alike.