



NORTHERN TERRITORY CLAY TARGET ASSOCIATION INC

CHILD PROTECTION POLICY

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1. BACKGROUND

- 1.1. The Northern Territory Clay Target Association (**NTCTA**) is committed to providing a sport that is safe and free from abuse, harassment, vilification or harm.
- 1.2. This Child Protection Policy aims to provide a message to all members and prospective members responsible for people under the age of 18 (**'Youth Members'**) in relation to minimising risk exposure.
- 1.3. Managers, coaches, officials and management personnel have a responsibility to provide safeguards to the wellbeing of Youth Members.
- 1.4. The abuse of Youth Members by other members or an outside source is not acceptable to the NTCTA or any affiliated clubs.
- 1.5. The NTCTA encourages all incidents to be reported immediately to the appropriate authorities.

2. RIGHTS AND RESPONSIBILITIES

2.1. All NTCTA youth members have certain rights, including:

- (a) To be safe
- (b) To be listened to
- (c) To be respected
- (d) To privacy
- (e) To an inclusive environment
- (f) To be referred to professional help if needed
- (g) To be protected from abuse by other members or outside sources.

3. CODE OF CONDUCT

3.1. The NTCTA endorses the following Code of Conduct for those persons responsible for activities involving Youth Members.

- (a) Persons within the NTCTA must identify any case of abuse.
- (b) Any person with a duty of care in relation to children/Youth members must obtain a Police Clearance and have a valid 'Working with Children Clearance Notice' (also known as an Ochre Card) pursuant to the *Care and Protection of Children Act 2007*.
- (c) It is essential that members are made aware of and, if possible, have input into the strategies that the NTCTA intends to establish when dealing with Child Protection issues.
- (d) Ensure all persons, who either directly or indirectly are responsible for the care of children, are provided with knowledge of how to identify signs of sexual mistreatment and know the appropriate actions to follow.
(collectively 'the Code of Conduct')

3.2. A **Manager** will agree to abide by the NTCTA Code of Conduct, and

- (a) Be responsible for the overall welfare and wellbeing of team members and officials when travelling with a team.
- (b) Maintain a duty of care towards team members and accountability for the management of the team.

3.3. A **Coach** will agree to abide by the NTCTA Code of Conduct, and

- (a) Be responsible for matters concerning the coaching, teaching and development.
- (b) Maintain a duty of care towards others and accountability for matters relating to teaching and competition.
- (c) Ensure that any physical contact is:

- Appropriate to the situation; and/or
 - Necessary for the person's skill development
- (d) Provide a safe environment for teaching and competition.

3.4. An **Official/Administrator** will agree to abide by the NTCTA Code of Conduct, and

- (a) Be fair, considerate and honest with others.
- (b) Operate within the rules of the NTCTA.
- (c) Be professional in actions.

4. SAFEGUARDS

4.1. The following safeguards apply to those members who undertake the supervision of youth activities in their capacity as managers, coaches, officials, administrators etc (**'Responsible People'**). Such roles are considered to be responsible positions, and as such must adopt the following risk minimisation measures so as to protect themselves from any misconceptions about their behaviour in the course of performing their roles.

4.2. Responsible people must not engage or allow others to engage in the following:

- (a) Abusive initiation ceremonies.
- (b) Sleeping in closed quarters with youths or without a second adult representative (i.e parent).
- (c) Aggressive, physically distressing or sexually provocative activities.
- (d) Sexually suggestive comments about or to a youth.
- (e) Inappropriate or intrusive touching of a youth.

4.3. If possible, Responsible People should adhere to the following guidelines when dealing with youth:

- (a) Minimise the situations where an adult may be alone with a single child.
- (b) Maintain an open door policy when conducting briefings, meetings and assemblies of members.
- (c) Invite all youths, parents, friends and other leaders to participate when performing interviews, transporting youth members and conducting excursions.

4.4. Male and female adults or parents must accompany youths when undertaking activities away from home (especially overnight).

5. CHILD PROTECTION LEGISLATION

5.1. It is everybody's responsibility to implement and maintain child-safe environments.

5.2. The Department of Children and Families Child Protection Branch has primary responsibility for implementing the *Care and Protection of Children Act 2007*, which enforces certain requirements, such as:

- (a) Holding a valid 'Working with Children Clearance Notice' (also known as an Ochre Card) if you are working or volunteering with children; and
- (b) Mandatory Reporting.

5.3. Any Responsible Person or member of any club affiliated with the NTCTA has an obligation to report any reasonable suspicion of harm against a child, which includes neglect, physical, sexual and emotional abuse.

6. SUSPICION OF ABUSE

6.1. In order to assist Responsible People and members of any club affiliated with the NTCTA in assessing and reporting (if required) suspected abuse of children, the NTCTA has provided the following as a guideline reference.

6.2. Anonymous claims of abuse or breaches of the NTCTA Code of Conduct and other policies are to be taken seriously and immediately reported to the associated club's committee and the NTCTA Executive Council.

6.3. You have suspicion on reasonable grounds when:

- (a) A youth tells you that they have been abused
- (b) Another individual tells you a youth has been abused
- (c) A youth tells you that someone that they know has been abused (Note: often they are referring to themselves)
- (d) You observe a youth member's behaviour and/or injuries and your knowledge of other members leads you to suspect abuse.
- (e) You observe a member's abuse of another member.

6.4. If you suspect a youth has been abused, undertake the following procedure:

- (a) Ensure the youth is safe (if they are in your care)
- (b) Maintain the safety of other youth members in accordance with the Code of Conduct
- (c) Obtain and document the following information
 - Name, age and address of youth;
 - Reason for suspicion of abuse (e.g., observation/injury/information);

- Assessment of danger posed to youth;
- Information you have relating to the alleged abuser;
- What arrangements (if any) are in place for the immediate protection of the youth; and
- What involvement (if any) other agencies have in dealing with the suspected member protection issues.