Drummoyne Amateur Swimming Club (DSC)
Implementation of NSW Office of the Children's Guardian Child Safe Scheme

	Child Safe Standard	How does Swimming NSW meet the standards?	DSC response
1 Child Safety	Child safety is embedded in leadership, governance and culture.	• Safe Sport Framework (SSF) and Swimming Australia's Commitment Statement o Swimming Australia recently upgraded the SSF and made it even more child focussed. • Codes of Conduct • Compulsory for all high performance team members (coaches & support staff) to complete Sport Integrity Australia child safeguarding course. • Compulsory Working With Children Check (WWCC) for coaches, technical officials and support staff. • Child safeguarding policies and duty of care for activities e.g. adequate adult supervision, never being alone with a child • Duty of care • Support Passes at events • Team Managers required for non club-based events	• DSC committee is committed to implementing SNSW endorsed child protection measures and mechanisms. Child Protection has been added as a standing agenda item at club committee meetings. • Club committee has set minimum requirements for coaches and volunteers working in the club room to have WWCC. Committee members must also have a WWCC. • DSC has a qualified Member Protection Information Officer (MPIO) with contact details on the club's website.

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2 Decision Making	Listen, act and respond to children	• SNSW Youth Advisory Panel (YAP) o Regional YAPs o YAP social media input and 'take overs' • SSF Complaints procedure • Youth Forums and camps • Take all complaints or concerns seriously and respond promptly and thoroughly. • Athlete Wellbeing and Engagement Program • Surveys and consultations • Surveys after activities giving participants opportunity to provide feedback • Surveys delivered regarding involvement in swimming and what may have led to their exit from the sport.	• Junior swimmers elect Club Captains from among youth members. Club Captains act as a liaison between younger members and club management. • Junior swimmers are to be consulted about any new club uniforms.

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3 Families	Families and communities are informed and involved	• Weekly club Hot Off The Blocks (HOTB) newsletter • Monthly members Swimmer Magazine • Active on social media channels • SSF learnings included in HOTB • SSF presentations to club volunteers and parents • Staff profiles and contact details on SNSW website • MPIOs listed on website • Any information that is sent out goes to the swimmer, the swimmer's parent/guardian (if under 18) and coach • Pathway information presentations at development and activity/squad days • Parent/guardians receive constant communication in the lead up to events regarding processes which have the safety of children (and all other stakeholders) as the polices' main consideration	• DSC is very much a family oriented club. Parents are involved with and participate in all aspects of the club's operations, from participating in squads, to timekeeping and running swim meets, to social events to club management. • DSC does not run any events that are exclusively for junior swimmers to the exclusion of parents. • The club communicates weekly during swimming season via social media posts and an email newsletter • Where relevant SNSW materials are shared with club members via social media posts and the newsletter. • No communication is directed solely to junior swimmers • The MPIO contact details are listed on the club's website. • SSF materials are available on the club's website. • Club committee members are readily identifiable with contact details and images on the club's website.

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4 Diversity	Equity is upheld and diverse needs are taken into account.	• Swimming Australia Diversity and Inclusion Policy • Multi-Class Swimming and classification • Children empowered to speak up through junior committees • Use of social media to promote diversity 'weeks' • Acknowledgement of country before start of session at swimming and non-swimming events • Upcoming project with LOTE Agency to introduce membership materials in multiple languages ahead of the 2022-2023 season • Key partnership with mental health champion ReachOut.com.au • Tiers on Pathway Squads, dependent on level and age of swimmer • Launch of new Swimming NSW 2021-2022 membership options, offering more varied price points and benefits packages • Para Performance Pathway, including specific Para Squads • Dedicated Multi-Class meets across the Summer and Winter seasons, providing greater access to swimming events for these athletes o Multi-Class events included in Swimming NSW Championship programs	• DSC events and activities are open to everyone. • DSC uses a handicap system for a substantial proportion of races to encourage all swimmers to participate without performance pressure of being the absolute best swimmer. • Numerous DSC trophy races and one of our 2 strands of points tally's are based on the handicap system to encourage participation and provide opportunities to succeed to all swimmers regardless of swimming ability. • DSC squads are all ability squads and open to swimmers at all levels. • DSC promotes swimmer awareness about social issues through charitable fundraising activities. • The DSC committee will seek to implement measures to encourage participation by swimmers from culturally diverse backgrounds and from LGBTQI+ communities.

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5 Workers	Staff and volunteers working with children are suitable and supported	• WWCC essential for all appropriate members and staff • Verification process followed • Recruitment policy is part of the SSF • Induction for all staff and volunteers. Get staff to sign certain policies e.g. the SSF • Always use accredited coaches and officials • All staff and volunteers must have a WWCC • All coaches must have a valid ASCTA accreditation • All staff and coaches must complete the Sport Integrity Australia Child Safeguarding course • All Technical Officials and volunteers at SNSW events must have a WWCC	• DSC volunteer personnel that are required to hold a WWCC must advise the Club President of the number. • The Club President must validate each WWCC number. • Committee members who engage other members on specific activities directly related to children must advise those members to familiarize themselves with club policies and ask them only to engage in the activities if they are willing to comply with the policies. • Allvolunteers should use appropriate language at your activities. Language should be positive and welcoming and all encompassing.

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6 Complaints	Child focussed process to respond to complaints of child abuse	• Child related complaints go direct to police and/or Swimming Australia and are kept confidential. • SSF complaint procedure is easy to access and has clear flow chart steps to follow. • Organise and insist clubs attend MPIO courses	• Members are encouraged to report any complaints to the Club's MPIOs as identified on the website. • All complaints are to be taken seriously and follow Swimming Australia's National Integrity Framework. • DSC will at least twice a year communicate to members about their rights and who to go to if they have an issue. • DSC will endeavour to offer appropriate support to all parties involved in any issues.

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7 Education	Staff and volunteers know how to keep children safe	• SSF Guidelines for dealing with Children and Young People. • Coaches and leaders informed on how to look out for signs of vulnerable children and how to report them (outlined in SSF). • All staff and coaches must complete the Sport Integrity Australia Child Safeguarding course • Staff accreditation kept up to date for courses that contribute to safety of children; e.g. First Aid, CPR, COVID-19 Infection control etc	• The Club President shall be the nominated child safe officer • Committee members are encouraged to complete online training courses, for example: ○ Play By The Rules ○ Office of the Children's Guardian Child Safe Sport ○ NSW Office of Sport ○ E Safety • Appropriate language must be used at all times when children are present.

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8 Environments	Minimise the opportunity for abuse to occur	• SSF has clear set standards for behaviour expectations within its Code of Conduct • Recruitment policy is part of the SSF • Zero tolerance policy for abuse • Separate change rooms for TOs/volunteers and swimmers e.g. at SOPAC major events • Policies for overnight camps as per SSF • Child safeguarding policies e.g. ensure adequate adult supervision (mixed gender) at activities • Adult and child accommodation always separate • Child and adult never alone together	• DSC uses one-way social media communication systems, e.g. Team App. We do not provide the opportunity for adults and junior swimmers to communicate online without supervision. • All club communication is to parents / carers as well as junior swimmers* • DSC has elected not to have coaching or swimming activities where children are without parent / carer supervision (physical and online) • High risk areas e.g. change rooms are managed by the Drummoyne Swimming Centre and DSC swimmers must follow and comply with all swim centre rules and signs, including no use of cameras or recording devices in the change rooms. • If DSC organises camps or away meets the club will follow SSF and other relevant rules • Children must be consulted about their own safety concerns and preferences for any future camps or away meets. * Parents and carers must manage their child's online activities.

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9 Review	Implementation of the Child Safe Standards is reviewed	• Make it easy for everyone to find the information on child safety processes (Swimming NSW website; Club House website) • Ongoing reviews of practice across the organisation • Offer regular webinars/Facebook live/social media updates regarding Child Safe Standards • Always strive to keep improving	• The Drummoyne Amateur Swimming Club - Child Protection Policy, inclusive of this table addressing the OCG Child Safe Standards and references to Swimming NSW materials, must be published on the club website and members provided an opportunity to comment and provide feedback. • Feedback must be considered and where relevant amendments made to the policy. • Parents and carers are to be encouraged to discuss the policy with their children. • New committee members and coaches are to be advised about the policy and the club's expectations.
10 Policies	Policies and procedures document how the organisation is child safe	• Swimming Australia recently upgraded the SSF and made it even more child focussed • SNSW Risk Management Plans • Develop child-friendly versions of policies • SNSW has child safe/SSF posters for clubs	• The policy is to be reviewed annually. • The policy is to be promoted regularly, at least annually. • The club committee must have an "Always strive to keep improving" stance with respect to child protection.