Drummoyne Amateur Swimming Club - Child Safe Swimming & Integrity Policy

Commitment Statement

Drummoyne Amateur Swimming Club Inc. (DASC) is committed to providing children and young people with positive and nurturing experiences and will strive to ensure that children and young people are protected from harm.

We aim to ensure that swimming is a safe, fair and inclusive environment for all participants.

Overview

This policy is designed to ensure the protection and welfare of children, volunteers, officials and participants in all of our swimming activities.

This policy aligns the club's activities with:

- the New South Wales Government's Office of Children's Guardian Child Safe Scheme and Child Safe Standards and Working With Children Check requirements,
- the New South Wales Government's Office of Sport requirements, and
- Swimming Australia's National Integrity Framework, adopted by Swimming NSW.

Swimming Australia's National Integrity Framework applies to all Activities organised or authorised by Swimming Australia or a Member Organisation. DASC by virtue of membership of Swimming NSW is a Member Organisation. To the extent that they are relevant, the policies and codes of conduct are adopted and form the basis of DASC's policies and codes of conduct.

General Policy

Purpose

The purpose of this policy is to:

- Set out the club's approach to child safety and protection, including the roles and responsibilities of the club, its members, and volunteers.
- Ensure that all children involved in DASC activities are protected from harm and abuse.
- Provide clear guidance on the procedures for responding to any concerns or allegations of child abuse.

Child protection principles

DASC is committed to protecting children from harm and abuse. The club's child protection policy is based on the following principles:

- The welfare of the child is paramount.
- All children have the right to protection from abuse and harm.
- All children should be treated with respect and dignity.
- All members and volunteers have a responsibility to promote the welfare and safety of children.

Code of conduct

All members, volunteers, coaches, parents, carers and swimmers agree to the following as a condition of membership:

I Will

- Treat all children with respect and value their ideas and opinions
- Act as a positive role model
- Be vigilant and proactive in ensuring children's safety
- Report any concerns to the MPIO, a committee member or the appropriate authorities
- Respect the privacy and personal boundaries of children
- Ensure my interactions with children are appropriate and in the presence of others where possible
- Use positive and encouraging language
- Follow the pool conditions of entry regarding photography and mobile devices

I Won't

- Engage in any form of abuse, neglect or ill-treatment of a child
- Use inappropriate, offensive or discriminatory language around children

    - Engage in unnecessary physical contact with a child
    - Develop an inappropriate personal relationship with a child
    - Take images or video of children on a personal device without parental permission
    - Use mobile phones or cameras in changerooms or toilet facilities
    - Communicate privately with a child via personal social media, text or email
    - Ignore or dismiss any concerns about a child's safety or wellbeing

- Breaches may result in disciplinary action in accordance with the National Integrity Framework.

Responding to concerns and allegations

DASC takes all concerns and allegations of child abuse seriously. Club responses to any concerns or allegations involving child safety, child abuse or harm, will be made in accordance with:

- Reporting the incident to the appropriate authorities.
- Providing support to the child and their family.
- Conducting an investigation into the incident.
- Taking appropriate action to ensure the safety and welfare of the child.

Recruitment and training

DASC is committed to recruiting and training all members and volunteers in accordance with the requirements of the New South Wales Government's Office of Children's Guardian Child Safe Scheme and Child Safe Standards. This includes:

- Conducting background checks on all members and volunteers who have contact with children.
- Providing training on child protection and child safe practices.
- Ensuring that all members and volunteers are aware of the club's child protection policy and procedures.

Swimming Australia's National Integrity Framework

The National Integrity Framework (NIF) is a set of rules that all members of our sport need to follow when it comes to their behaviour and conduct in swimming including obligations to report misconduct. Those rules are contained in the following policies (available below):

- Safeguarding Children & Young People Policy
- Member Protection Policy
- Improper Use of Drugs and Medicine Policy
- Competition Manipulation & Sports Gambling Policy
- Complaints, Disputes & Discipline Policy (CDDP)
- Code of Conduct

Swimming Australia National Integrity Framework

NIF document	Description	Club response
Safeguarding Children and Young People Policy	Swimming Australia has a zero-tolerance policy to harm, abuse and/or neglect of a Child/Young Person in any Form. All Children/Young People have the right to feel safe and protected from all forms of abuse, harm, and neglect. Children/Young People have the right to take part in sport in a safe, positive, and enjoyable environment. Swimming Australia is committed to safeguarding and promoting the welfare of Children/Young People in Swimming by providing a safe and inclusive environment and by ensuring that everyone involved in Swimming is aware of their rights and responsibilities in relation to Children/Young People.	DASC acknowledges and endorses the NIF Safeguarding and Young People Policy and our Child Safe Swimming & Integrity Policy is designed to implement and operationalise Swimming Australia's policy.

NIF document	Description	Club response
Member Protection Policy	This policy details prohibited conduct in relation to abuse, bullying, harassment, sexual misconduct, unlawful discrimination, victimisation, and vilification.	DASC acknowledges the categories of prohibited conduct and will report relevant breaches in accordance with the requirements of the Complaints, Disputes and Discipline Policy. This DASC policy along with DASC's commitment to maintaining a MPIO and compliance with NSW Government requirements also contribute to member protection as required in this NIF policy.
Improper Use of Drugs and Medicine Policy	Appropriately qualified practitioners are appointed to provide science and medicine services to athletes. The correct process is used for selecting supplements, where relevant, that are appropriate and conform to the AIS Sport Supplement Framework and the World Anti-Doping Code Medications are selected and used appropriately Injections are only administered as part of appropriate medical treatment	DASC is not constituted as a competent organization to provide these types of services. DASC policy is that no club members are authorized to provide science and medicine services to other members unless they are doing so in the context of a professional medical arrangement in accordance with the law.

NIF document	Description	Club response
Competition Manipulation and Sport Wagering Policy	This policy details prohibited conduct in relation to improperly altering the result or the course of a sporting activity, betting on a sporting activity or disclosing inside information to obtain a benefit.	DASC is a community swimming club and does not run competitive SNSW or SA sanctioned events. As such manipulation of DASC events is unlikely to be relevant for the purposes of this policy. Nevertheless DASC supports fair competition and requires that all DASC members comply with this policy when competing at SNSW or SA sanctioned events. DASC will review the relevance of this policy if / when DASC commences organizing SNSW or SA sanctioned events.

NIF document	Description	Club response
Complaints, Disputes and Discipline Policy	The Complaints, Disputes and Disciplinary Policy sets out the system for resolving complaints and disciplinary action arising from an individual or organisation engaging in prohibited conduct under the National Integrity Framework. The policy only manages complaints in relation to the National Integrity Framework. It does not manage complaints in relation to protected disclosures, eligibility and selection, competition-related rules, personal grievances, code of conduct or governance matters. Swimming Australia will need to have policies in place to deal with other complaints. The Complaints, Disputes and Disciplinary Policy includes an independent assessment and referral process managed by Sport Integrity Australia that will ensure complaints are dealt with in the most appropriate manner and will significantly reduce the workload of managing complaints at all levels of sport. The policy provides several options to resolve an issue: Alternative Dispute Resolution, Breach Offer or Hearing Tribunal (internal or via the National Sports Tribunal).	A Complaint means a complaint lodged with Sport Integrity Australia in accordance with clause 4.0 of the NIF Complaints, Disputes and Discipline Policy. DASC will, where required, engage in the Complaints, Disputes and Discipline mechanisms set out in the said policy. This may be through the Club Committee or, if appropriate, the Club's MPIO.
Code of Conduct	The Code of Conduct supplements the National Integrity Framework and aims to ensure that everyone involved in swimming is aware of the standards of behaviour expected of them and the mechanism for dealing with any conduct that is alleged to breach the Code of Conduct.	DASC acknowledges and endorses the NIF Code of Conduct and our Child Safe Swimming & Integrity Policy is designed to implement and operationalise Swimming Australia's policy.

New South Wales Government's Office of Children's Guardian requirements

Child Safe Scheme and Child Safe Standards



DASC has assessed, adopted and aligned our activities with Office of Children's Guardian 10 x Child Safe Standards.

The document Implementation of NSW Office of the Children's Guardian Child Safe Scheme sets out compliance with the standards.

Working with Children's Checks

DASC is registered with the NSW Government's Office of the Children's Guardian as an organization engaged in child related activities.

As such we are obligated to ensure that all relevant personnel have a valid Working With Children's Check (WWCC).

DASC's policy is that the following personnel engage with children to the extent that they require a valid WWCC:

- All club committee members
- All club coaches
- All adult personnel that work in the club room

The club validates and keeps a register of the WWCC numbers for personnel who perform these tasks.

New South Wales Government’s Office of Sport requirements

Member Protection Information Officer (MPIO)

DASC has appointed an MPIO who is responsible for:

- Ensuring that all members and volunteers are aware of the club's child protection policy and procedures.
- Responding to any concerns or allegations of child abuse or harm.
- Reporting any incidents or suspected incidents of child abuse to the appropriate authorities.
- Providing support and advice to members and volunteers on child protection issues.

The MPIO is listed in the Club Committee and Officials section of the website.

Conclusion

DASC is committed to creating a safe and secure environment for all children involved in the club's activities. This policy sets out the club's approach to child protection and provides clear guidance on the procedures for responding to any concerns or allegations of child abuse. The club will review this policy annually to ensure that it remains up-to-date and in line with best practice.