



CHILD SAFETY AND WELLBEING POLICY

PURPOSE

Stanthorpe Swimming Club is committed to providing a safe, supportive, inclusive and welcoming environment for all children and young people participating in our activities.

The Club has zero tolerance for child abuse, neglect, grooming, bullying, harassment or any behaviour that places a child at risk of harm. The safety, welfare and wellbeing of children are paramount in all Club decisions and activities.

This policy applies to all committee members, coaches, officials, volunteers, contractors, parents, carers, spectators and members of Stanthorpe Swimming Club.

OUR COMMITMENT

Stanthorpe Swimming Club commits to:

- Promoting the safety, welfare and wellbeing of children and young people.
- Creating a child-safe culture where children feel respected, valued and heard.
- Preventing abuse, neglect, bullying, harassment and discrimination.
- Acting immediately when concerns about a child's safety arise.
- Complying with Swimming Australia, Swimming Queensland, Sport Integrity Australia and Queensland Government child safety requirements.
- Supporting the participation of children from diverse backgrounds, including Aboriginal and Torres Strait Islander children, children with disability and children from culturally diverse communities.
- Ensuring all adults understand their responsibilities in safeguarding children.

GUIDING PRINCIPLES

The Stanthorpe Swimming Club will:

1. Put children first in all decisions affecting them.
 2. Respect the rights, views and participation of children.
 3. Promote inclusion and diversity.
 4. Encourage open communication and reporting of concerns.
 5. Respond promptly and appropriately to allegations or concerns.
 6. Continuously improve child safety practices.
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ROLES AND RESPONSIBILITIES

COMMITTEE MEMBERS

The Committee will:

- Promote a child-safe culture.
- Ensure child safety policies are reviewed annually.
- Respond appropriately to reports and complaints.
- Ensure required screening and training requirements are met.

COACHES, OFFICIALS AND VOLUNTEERS

All coaches, officials and volunteers must:

- Act as positive role models.
- Treat children with dignity and respect.
- Follow Club codes of conduct.
- Report concerns about child safety immediately.
- Avoid situations that place themselves or children at risk.

PARENTS AND CARERS

Parents and carers are encouraged to:

- Support a safe and respectful environment.
- Raise concerns promptly.
- Work collaboratively with the Club to protect children.

CHILDREN AND YOUNG PEOPLE

Children are encouraged to:

- Speak up if they feel unsafe.
- Treat others respectfully.
- Seek support from a trusted adult when needed.

RECRUITMENT, SCREENING AND TRAINING

The Stanthorpe Swimming Club will:

- Require Blue Cards or other legally required screening checks for relevant child-related roles.
 - Verify qualifications and suitability of coaches and officials.
 - Provide child safety information and training to committee members, coaches and volunteers.
 - Maintain records of screening and training where required.
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CODE OF BEHAVIOUR

All adults involved with the Stanthorpe Swimming Club must:

ALWAYS

- Place children's safety above performance outcomes.
- Treat children fairly and respectfully.
- Use positive and appropriate language.

- Maintain professional boundaries.
- Obtain appropriate consent before physical assistance or instruction.
- Promote inclusion and equal opportunity.

NEVER

- Engage in grooming behaviour.
 - Use physical punishment or abusive language.
 - Bully, intimidate or humiliate a child.
 - Engage in inappropriate physical contact.
 - Communicate with children in secretive or inappropriate ways.
 - Share inappropriate images or content.
 - Consume alcohol or illegal drugs while responsible for children.
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SUPERVISION AND SAFE ENVIRONMENTS

The Stanthorpe Swimming Club will:

- Provide appropriate supervision ratios during Club activities.
 - Ensure children are not left unsupervised.
 - Conduct risk assessments for events and activities.
 - Promote safe use of facilities, change rooms and online environments.
 - Minimise one-on-one situations between adults and children wherever possible.
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PHOTOGRAPHY, VIDEO AND SOCIAL MEDIA

To protect children:

- Images of children must only be taken for legitimate Club purposes.
 - Parent or guardian consent must be obtained where required.
 - Images must be respectful and appropriate.
 - Personal information about children must not be shared without permission.
 - Club social media must be managed responsibly and monitored by authorised adults.
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REPORTING CONCERNS

Any person who believes a child is at risk of harm, abuse, neglect, grooming, bullying or misconduct must report the concern immediately.

Reports may be made to:

- The Club President
- Child Safety Officer (if appointed)
- Swimming Queensland
- Swimming Australia Integrity Unit
- Sport Integrity Australia
- Queensland Police Service or Child Safety authorities where appropriate

All concerns will be taken seriously, handled confidentially where possible, and responded to promptly.

No person will be victimised for making a genuine report.

RESPONDING TO CONCERNS

When a concern is raised, the Stanthorpe Swimming Club will:

1. Prioritise the immediate safety of the child.
 2. Listen respectfully and record relevant information.
 3. Report to appropriate authorities where required.
 4. Follow procedural fairness principles.
 5. Maintain confidentiality as far as practicable.
 6. Cooperate with investigations by external agencies.
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CHILD PARTICIPATION

Children have the right to:

- Be heard and respected.
- Participate in decisions affecting them.
- Provide feedback on Club activities.
- Raise concerns without fear of retaliation.

The Club will encourage children's involvement in improving safety and wellbeing practices.

POLICY REVIEW

This policy will be reviewed annually, following any significant incident, legislative change, or updates to Swimming Australia or Queensland child safety requirements.

VERSION: 1.0

APPROVED BY: STANTHORPE SWIMMING CLUB COMMITTEE

DATE: 20TH JULY 2026

REVIEW DATE: ANNUALLY