



Sport Matters Child Protection Policy

This policy will apply to all activities and operations of Sport Matters.

1. Commitment

Sport Matters is committed to protecting children, regardless of gender, ability, race, country of origin or religious belief.

Sport Matters work is underpinned by the United Nations Convention on the Rights of the Child (UNCRC 1989), which states that children should be protected from all forms of physical and mental violence, injury, abuse, neglect, maltreatment and exploitation, including sexual abuse. Sport Matters will uphold these rights.

Protecting children from harm is the responsibility of all those who participate in the work of Sport Matters. Our Child Protection Policy and Code of Conduct applies to all Sport Matters representatives: Staff, Board members, volunteers, consultants, people visiting programs, contractors, journalists and donors.

Sport Matters upholds local and international child protection criminal laws, which prohibit the abuse and exploitation of children. This includes local laws in those countries where we operate and our policy and procedures must be interpreted and enforced in accordance with local law.

2. Definitions and Context

Child Protection Is the term used to describe the responsibilities and activities undertaken to prevent or stop children being abused or maltreated.

A child or young person is regarded to be any person under the age of 18 years, unless a nation's laws recognise adulthood earlier. Child Abuse is defined as: Abuse that can happen to male and female children of all ages, ethnicity and social backgrounds, abilities, sexual orientation, religious beliefs and political persuasion. Child abuse includes physical, sexual, emotional, neglect, bullying, child labour and domestic violence. According to the World Health Organisation (2001) forty million children below the age of 15 suffer from abuse and neglect and require social and health care. This is a global problem that Sport Matters is committed to ensuring a safe environment for children within our programs.

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3. Responsibility

All Sport Matters staff and others key groups representing Sport Matters are responsible for having a thorough knowledge of the Child Protection Policy as set out in this document, acting in accordance with these policies and procedures and complying with the Code of Conduct.

Management are responsible for implementation of the Child Protection Policy as set out in this document and will comply with the Staff Code of Conduct. Particular responsibilities as detailed in the following procedures include building child protection awareness, advocacy, rigorous recruitment and screening practices, training, sponsorship controls, responding to allegations, systems and administration.

Employees and volunteers are responsible for promoting child safe messages in their work including appropriate child-safe communications on websites, brochures, recruitment materials and publications. The Sport Matters Child Protection Policy shall be referenced in all agreements/memoranda of understanding (MOUs) with partners.

Persons have questions or concerns or require further information in relation to the Child Protection Policy should contact their manager or supervisor, or our CEO.

4. Core Principals

Sport Matters commitment to child protection is based on the following principles:

- Promoting and protecting the best interests of children at all times
- Zero tolerance of child abuse – mandatory reporting of confirmed or suspected child abuse within 24 hours
- Child protection is a shared responsibility between Sport Matters, our partners and the communities in which we work;
- The views of children and young people will be used in the future develop of our programs and child protection policy.

5. Images of Children

Sport Matters is committed to the safety of children and images taken. These images should always represent the child in a dignified and respectful manner. Children should always be fully clothed and not in any sexually suggestible positions. Children's identity and/or location should not be identifiable by photographs taken. Photographs of children should always be part of a group or focused on the activity. Sport Matters will seek relevant permission from parent or guardian as required by law.

6. Procedures

The Child Protection Policy and Code of Conduct will be implemented through:

- Code of Conduct – outlines acceptable and unacceptable behaviour - for people to whom the Code applies - in relation to children with whom we work.

- Compliance – staff and representatives are required to sign a written statement agreeing to comply with our Child Protection Policy and Code of Conduct prior to commencing employment, or at the commencement of this Policy. These documents will be returned to the Sport Matters CEO.
- Mandatory reporting of alleged or suspected cases of child abuse – reports will be handled professionally, confidentially and as quickly as possible and will meet country, state or territory-specific legislative requirements.
- Recruitment and staff management practices – prospective and current staff will be screened and monitored to ensure Sport Matters does not employ or retain people who pose a risk to children. Criminal record checks will be conducted – where available – particularly for positions working directly with children. Additional screening measures will include working with children checks, identity checks, verbal referee checks and interview questions, thus assisting everyone to understand their child protection responsibilities, maintain a positive work environment for staff and also create safe environments where children are protected and enabled to survive and thrive.
- Child protection capacity building – Sport Matters will enhance awareness of child protection issues among staff and associates through policy promotion, collaboration, advocacy and ongoing education and training.

7. Raising Concerns and Incidents

Sport Matters will not tolerate the abuse and exploitation of children. We will take all concerns and reports of child abuse seriously and act on these reports immediately. Sport Matters is committed to a reporting process which is truthful, fair and professional. Child Protection concerns shall remain confidential and information shall only be passed on a need to know basis or as required by law.

It is mandatory for all Sport Matters personnel and associates to report any witnessed, suspected or alleged incidents of child exploitation or abuse or any breach of the Child Protection Policy or the Child Protection Code of Conduct. These concerns may relate to a child or a staff member involved in the organisation or a concern about a child or person/s outside of the organisation's programs. If there is a concern it should be immediately reported following Sport Matters child abuse reporting procedures.

This policy covers concerns related to board members, staff, volunteers and interns, contractors and consultants, partner organisations, ambassadors, athlete champions or supporters. Sport Matters representatives must inform Sport Matters when they have a reasonable belief that a child has been harmed or is at risk of harm:

- When it is due to the actions of board members, staff, volunteers or interns
- When it involves Sport Matters Champions or supporters
- When it is due to the actions of partner organisations, contractors, or consultants

Concerns and Incidents that must be raised include:

- An observation or disclosure of actual harm or abuse to a child (by an adult or child)
- A suggestion or indication of potential harm or abuse to a child
- A breach of the Sport Matters Child Protection Code of Conduct
- Child pornography that is received through Sport Matters electronic equipment

- Becoming aware that an individual involved with Sport Matters or a partner organisation has abused a child outside of work (a family member, domestic worker or through prostitution)
- A child unconnected to Sport Matters programs approaches a Sport Matters staff member, consultant, volunteer or partner for help with an issue of abuse or exploitation.

Within 24 hours of becoming aware of the concern or incident one of the following must be informed:

Overseas: Child abuse reports should be made to the Country Focal Point. If this is not possible reports can be made directly to the Australian-based Child Protection reporting focal person

In Australia: Child abuse reports should be made to the Child Protection reporting focal person or the CEO.

8. Child Protection Focal Points

Child Protection Incident Reporting focal persons:

Board Member – Ms Christine Walton: christine.g.walton@gmail.com

CEO – Ms Jackie Lauff: jackie.lauff@sportmatters.org.au

Sport Matters
Level 32/1 Market Street
Sydney NSW 2000
AUSTRALIA

Phone: 1800 388 859 (free call in Australia)

Reporting focal persons may be informed in person, by phone or email. Verbal methods should be followed up with written notification as soon as possible.

Incidents which have occurred will be formally investigated and responded to by the responsible role in consultation with the Child Protection Advisor and/or a member of the Executive Team or CEO. This will include externally reporting to the relevant authorities when a suspicion of a criminal offence has occurred.

The Sport Matters Complaints policy is also available on the Sport Matters website. Sport Matters will ensure that stakeholders, including children and youth, have clear and accessible means to make a complaint and authentic means to express complaints and suggestions.

9. Child-friendly Reporting

Sport Matters is committed to the full and active participation of children and youth in our programs and services. We strive to achieve this by providing opportunities for children's views to be heard and incorporate their views into our policies and programs where possible and appropriate. We look for opportunities to ask children for their feedback about programs and services. Where possible and appropriate, they will be consulted in the development and review of the Sport Matters Child Protection Policy and asked to contribute to the Sport Matters Child Protection Code of Conduct in regard to what they consider to be appropriate

and inappropriate behaviours. We are committed to ensuring that our reporting processes are child friendly and accessible to children who are at risk, have been abused or are concerned about another child.

10. Partners

Sport Matters ensures that any implementing partner is a child safe organisation by including partners in the scope of Sport Matters Child Protection Policy. Sport Matters Child Protection Policy and Sport Matters Child Protection Code of Conduct will be included in all partnership agreements and contracts. Sport Matters determines a partners' status as a child safe organisation by including child safeguarding in our partner selection and commits to strengthening our partners ability to protect children in our programs by investing in targeted capacity building, training and awareness raising on child safeguarding. This includes socialising the expectations extended to partners with regards to implementation of child safeguarding behaviours.

11. Risk Assessment

Sport Matters recognises that there a number of potential risks to children in the delivery of our programs. In recognising these risks, Sport Matters proactively assesses and manages risks to children in order to reduce the risk of harm. This is achieved by examining each activity and program and its potential impact on children. Activities and programs that involve direct work with children are considered a higher risk, and therefore require more stringent child safeguarding procedures. Staff and associates (as relevant) are trained in child safeguarding and risk assessment. They are expected to be continually aware of potential risks to children as well as to be actively minimising opportunities and situations where children can be harmed. Risk management is an ongoing part of all of our work involving and affecting children.

If there is any reason to believe that there has been a breach or our Child Protection Policy or Code of Conduct, please notify us immediately.

Mail:

Sport Matters
Level 32/1 Market Street
Sydney NSW 2000
AUSTRALIA

OR

Email: info@sportmatters.org.au

This policy will be implemented through Sport Matters compliance procedures, Board and staff management processes and across our program management systems.

The Board and management of Sport Matters are fully committed to the principles of this policy. Any breach of strategic significance or any material risk associated with this policy will be reported to the Board in a timely manner.

POLICY REVIEW

Date Policy reviewed and effective

29 November 2021

Date for Policy to be reviewed

29 November 2023

Sport Matters Code of Conduct

All Sport Matters representatives (Sport Matters staff, board members, volunteers, and contractors) will conduct themselves in a manner that protects children from harm and promotes children's rights.

The Code of Conduct describes the basic expectations of Sport Matters representatives, particularly regarding their contact and dealings with children.

Sport Matters representatives will act at all times to ensure children's safety and protection. Specifically, Sport Matters representatives will:

- Take action to inform themselves and others on the Sport Matters Child Protection Policy and the United Nations Convention on the Rights of the Child
- Maintain and promote a safe environment for children to participate in Sport Matters activities
- Treat all children and young people with respect.
- Conduct themselves in a manner that is consistent with the values of Sport Matters
- Provide a welcoming, inclusive and safe environment for all children, young people, parents, staff and volunteers.
- Respect cultural differences.
- Encourage open communication between all children, young people, parents, staff and volunteers and have children and young people participate in the decisions that affect them.
- Report any concerns of child abuse according to the prescribed Sport Matters procedures.
- At all times staff should be transparent in their actions and whereabouts.
- Take responsibility for ensuring they are accountable and do not place themselves in positions where there is a risk of allegations being made.
- Self-assess their behaviours, actions, language and relationships with children.
- Speak up when they observe concerning behaviours of colleagues.

Sport Matters representatives will not:

- Engage in behaviour that is intended to shame, humiliate, belittle or degrade children.
- Use inappropriate, offensive or discriminatory language when speaking with a child or young person.
- Do things of a personal nature that a child can do for him/herself, such as assistance with toileting or changing clothes.
- Take children to their own home/hotel or sleep in the same room or bed as a child.
- Smack, hit or physically assault children.
- Develop sexual relationships with children or relationships with children that may be deemed exploitative or abusive.
- Behave provocatively or inappropriately with a child.

- Condone or participate in, behaviour of children that is illegal, unsafe or abusive.
- Provide children with illegal substance such as drugs, alcohol or cigarettes
- Show favoritism through the provision of gifts or inappropriate attention
- Act in a way that shows unfair and differential treatment of children.
- Photograph or video a child without the consent of the child and his/her parents or guardians.
- Hold, kiss, cuddle or touch a child in an inappropriate, unnecessary or culturally insensitive way.
- Seek to make contact and spend time with any child or young person outside the program times.
- Use Sport Matters computers, mobile phones, video and digital cameras inappropriately, nor use them for the purpose of exploiting or harassing children.
- Hire minors as domestic labour.

A breach of the Code of Conduct or breach of Sport Matters Child Protection Policy procedures are grounds for disciplinary action, may lead to dismissal from employment or service, and may result in legal proceedings.

I have read the Child Protection Policy and Child Protection Code of Conduct (available at <http://www.sportmatters.org.au/policies.php>) and agree to abide by it at all times to protect the children I may come into contact with through my work for or in association with Sport Matters

Name: _____

Signed: _____

Date : / /

Mail:

Sport Matters
Level 32/1 Market Street
Sydney NSW 2000
AUSTRALIA

OR

Email: info@sportmatters.org.au