

The University of Queensland Cricket Club

Member Protection Policy



Last Approval Date: 04 April 2019
Review date: 01 March 2020

PURPOSE AND OBJECTIVES

The University of Queensland Cricket Club is committed to ensuring that all club members, both playing and non-playing, are protected under this policy. The club promotes an inclusive and safe playing environment for all junior and senior players, and is committed to ensuring that coaching staff, and other relevant members, work together in maintaining a positive and protected playing environment for all members.

The purpose of this policy is to outline our commitment to a person's right to be treated with respect and dignity, and to be safe and protected from discrimination, harassment and abuse. Our policy informs everyone involved in our club of his or her legal and ethical rights and responsibilities and the standards of behaviour that are expected of them. It also covers the care and protection of children participating in our club's activities. Under legislation, duty of care and UQCC's commitment to always acting in the best interest of its junior members, we are committed to providing a safe environment for all members at the club.

This policy applies to everyone involved in the activities at the club, whether they are in a paid or voluntary role, or are a playing, non-playing, executive or life member.

It is expected that this policy be read in conjunction with the club's Blue Card Policy and the Code of Conduct.

CLUB RESPONSIBILITIES

UQCC will uphold the following principles and practices:

- UQCC will adopt, implement, comply and enforce this policy and ensure that the policy is easily accessible by all members and the public.
- UQCC will promote and model appropriate standards of behaviour at all times.
- UQCC acknowledges and accepts that our junior members and their families place a high level of trust in us, accordingly UQCC will not tolerate and acts of harm towards our junior members, and will actively seek to prevent their occurrence.
- UQCC will comply with the mandatory reporting requirements under the law. It is expected that all club members who become aware of, or reasonably suspect that a member is being harmed, will report it in accordance with this policy, and the requirements under the law.
- UQCC will respond diligently to a report of suspected or actual harm to a junior member.

- Where an incident of sexual abuse by an adult of a person Under 18 is reported, UQCC will notify the police, no matter when the incident occurred.
- UQCC will treat the allegations of harm confidentially, subject only to such disclosure as is necessary to deal with the matter under this Policy, and as required by Law.
- UQCC will act fairly and reasonably towards a club coach, volunteer or executive, who is the subject of allegations of improper conduct. Reprisals against anyone making a complaint will not be tolerated.
- UQCC will treat everybody involved in an allegation of harm to a young person with dignity and respect, including the alleged perpetrator. We will observe the principles of natural justice.
- UQCC will not permit a person to work in a role at the club if they believe that on the basis of all information available there would be an unacceptable risk to our junior members.
- UQCC will cooperate with state authorities in resolving allegations of harm.

INDIVIDUAL RESPONSIBILITIES

In addition to the expectations outlined above, and in the UQCC Code of Conduct, everyone associated with the club are expected to:

- Treat all members with respect and fairness.
- Always place the safety and welfare of children above other considerations.
- Be responsible and accountable for their behaviour.
- Deal with contentious issues rationally, and avoid prejudice or bullying/vilification.
- Display tolerance when dealing with a range of views/opinions.
- Always use appropriate language when engaging with junior members.
- Hold a valid working with children Blue Card, or exemption, as required in accordance with the club's Blue Card Policy.
- Engage in appropriate training to help develop a culture of awareness of ethical conduct and risk management. All club coaches are expected to undertake the *Play by the Rules* Child Protection online training course, regardless of whether they are in a paid or volunteer position.

DISCRIMINATION, HARASSMENT AND BULLYING

UQCC is committed to providing an environment in which people are treated fairly and equitably and that is, as far as practicable, free from all forms of discrimination, harassment and bullying.

We recognise that people may not be able to enjoy themselves or perform at their best if they are treated unfairly, discriminated against, harassed or bullied.

Our club is welcoming and we will seek to include members from all areas of our community.

We expect all members to abide by the UQCC, Queensland Cricket and Cricket Australia Codes of Behaviour.

CHILD PROTECTION

UQCC is committed to the safety and wellbeing of children and young people who participate in our clubs activities or use our services. We support the rights of the child and will act at all times to ensure that a child safe environment is maintained. We also support the rights and wellbeing of our staff and volunteers and encourage their active participation in building and maintaining a secure and safe environment for all participants.

Choosing Suitable Employees and Volunteers:

UQCC will ensure that all reasonable steps are taken to ensure that it engages the most suitable and appropriate people to work with children, especially those in positions that involve regular unsupervised contact with children i.e. club coaches. This may be achieved using a range of screening measures. Such measures will aim to minimise the likelihood of engaging (or retaining) people who are unsuitable to work with children.

UQCC will ensure that Working with Children Checks are conducted for employees and volunteers working with children, where an assessment is required by law and in line with our Blue Card Policy. All coaches, whether paid or volunteer are expected to complete and sign the Member Protection Declaration, which is found in Appendix 2 of this policy. Records of all of these will be kept on file.

Support, Train, Supervise and Enhance Performance:

UQCC will ensure that all our employees and volunteers who work with children have ongoing supervision; support and training. Our goal is to develop their skills and capacity and to enhance their performance so we can maintain a child-safe environment in our club.

It is a requirement of the club that all coaches hold a valid blue card, appropriate coaching qualification, and successfully complete the *Play by the Rules* Child Protection online course. Records of the completion certificates for this online course will be kept on file.

Report and Respond Appropriately to Suspected Abuse and Neglect:

UQCC will ensure that employees and volunteers are able to identify and respond appropriately to children at risk of harm and that they are aware of their responsibilities under state laws to make a report if they suspect on reasonable ground that a child has been, or is being, abused or neglected. UQCC provides an up to date information package in relation to Child Protection to all relevant club members who are involved with our juniors, i.e. coaches, managers, etc.

In addition to any legal obligations, if any person believes that another person bound by this policy is acting inappropriately towards a child or is in breach of this policy they may make an internal complaint. Please refer to our complaints procedure at the end of this policy

Any person who believes a child is in immediate danger or in a life threatening situation, should contact the police immediately.

Supervision:

UQCC will provide an appropriate level of supervision at all times. If a member finds a child under the age of [18] is unsupervised, if possible they should assume responsibility for the child's safety until the child's parent/guardian or supervisor is located.

For reasons of courtesy and safety, parents must collect their children on time. If it appears a member will be left alone with just one child at the end of any club activity, they will ask another member to stay until the child is collected.

Transportation:

Parents and or guardians are responsible for organising the transportation of their children to and from club activities (e.g. training and games).

Taking Images of Children:

Images of children cannot be used inappropriately or illegally. UQCC require that members, wherever possible, obtain permission from a child's parent or guardian before taking an image of a child that is not their own. We will also make sure that the parent or guardian understands how the image will be used.

When using a photo of a child, we will not name or identify the child or publish personal information, such as residential address, email address or telephone number, without the consent of the child's parent or guardian.

We will only use images of children that are relevant to our club's activities and we will ensure that they are suitably clothed in a manner that promotes our club. We will seek permission from a child's parent or guardian before using their images.

PROCEDURE FOR HANDLING ALLEGATIONS OF CHILD ABUSE OR REPORTING HARM

If you believe a child is in immediate danger or a life-threatening situation, contact the Police immediately on 000.

UQCC will treat any allegation of child abuse or neglect promptly, seriously and with a high degree of sensitivity. All people working with UQCC in a paid or unpaid voluntary capacity have a duty to report any concerns to the appropriate authorities, following the steps outlined below.

Step 1: Receive the allegation

If a child or young person raises with you an allegation of child abuse or neglect that relates to them or to another child, it is important that you listen, stay calm and be supportive.

Do	Don't
Make sure you are clear about what the child has told you	Do not challenge or undermine the child
Reassure the child that what has occurred is not his or her fault	Do not seek detailed information, ask leading questions or offer an opinion.
Explain that other people may need to be told in order to stop what is happening.	Do not discuss the details with any person other than those detailed in these procedures.
Promptly and accurately record the discussion in writing.	Do not contact the alleged offender.

Step 2: Report the allegation

Immediately report any allegation of child abuse or neglect, or any situation involving a child at risk of harm, to the Club by way of the Club Administrator, Director of Cricket or Club President, and/or to the police and/or the relevant child protection agency. Contact the relevant child protection agency or police for advice if there is any doubt about whether the allegation should be reported.

Refer to **Appendix 1** for a form to use when recording the details of an incident reported to you, or observed by you. Keep a copy of this, and submit copies of it to the Club, Police and/or child protection agency where appropriate.

Contact details for advice or to report an allegation of child abuse:

Queensland Police Non-urgent police assistance Ph: 131 444 www.police.qld.gov.au	Department of Communities www.communities.qld.gov.au/childsafety Ph: 1800 811 810
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Step 3: Protect the child and manage the situation:

UQCC will assess the immediate risks to the child and take interim steps to ensure the child's safety and the safety of any other children. This may include redeploying the alleged offender to a position where there is no unsupervised contact with children, supervising the alleged offender or removing/suspending

him or her until any investigations have been concluded. Legal advice will be sought before any interim steps are made if the person is in paid employment with the club.

The club will consider what services may be most appropriate to support the child and his or her parent/s.

The club will consider what support services may be appropriate for the alleged offender.

The club will put in place measures to protect the child and the alleged offender from possible victimisation and gossip.

Step 4: Take internal action:

Up to three different investigations could be undertaken to examine allegations that are made against a person to whom this policy applies, including:

- a criminal investigation (conducted by the police)
- a child protection investigation (conducted by the relevant child protection agency)
- a disciplinary or misconduct inquiry/investigation (conducted by UQCC)

Regardless of the findings of the police and/or child protection agency investigations, UQCC will assess the allegations to decide whether the alleged offender should return to his or her position, be dismissed, be banned or face any other disciplinary action. In deciding the appropriate action UQCC will consider all information relevant to the matter – including any findings made by the police, the child protection authority and/or court – and then set out a finding, recommend actions and the rationale for those actions.

If disciplinary action is recommended, UQCC will follow the procedures set out in the club's Complaints Handling Policy document.

UQCC will provide the relevant government agency with a report of any disciplinary action it takes, where this is required.

APPENDIX 1: Record of Child Abuse or Incident Reporting Form**PRIVATE AND CONFIDENTIAL**

DETAILS OF CHILD HARMED OR AT RISK OF HARM/ABUSE:		
Name:	Preferred Name:	
DOB:	Gender:	
PERSON ALLEGED TO HAVE CAUSED THE HARM OR ABUSE:		
<input type="checkbox"/> Adult family member <input type="checkbox"/> Child family member <input type="checkbox"/> Other adult		
<input type="checkbox"/> Other player / child <input type="checkbox"/> Unknown		
PROVIDE ALL INFORMATION YOU HAVE WHICH LED TO THE SUSPICION OF HARM OR ABUSE (Attach extra pages if necessary).		
<p>Details of any harm and/or sexual abuse to the student – please include: Time and date of the incident; location of the incident, source of information; details of person alleged to have caused the harm or sexual abuse; physical appearance of any injury; immediate and ongoing safety concerns; any disclosures made by student; any previous incidents of harm; behavioural indicators of harm; presence of any medical needs or developmental delays; and if the information relates to an unborn child, the alleged risk to the unborn child.</p>		
<p>Please indicate the identity of anyone else who may have information about the harm or abuse</p>		
Additional information provided as an attachment YES <input type="checkbox"/> NO <input type="checkbox"/>		
Name of person making report:		
Role:	Signature:	Date:
Contact details:		
ACTION TAKEN		
Form was faxed or emailed to (please tick which agencies the form was sent to):	<input type="checkbox"/>	Queensland Police Services (QPS)
	<input type="checkbox"/>	Department of Communities (Child Safety Services)
	<input type="checkbox"/>	Family and Child Connect

APPENDIX 2: Member Protection Declaration

The University of Queensland Cricket Club has a duty of care to all those associated with the sport of cricket at the national level and to the individuals and organisations to whom the University of Queensland Cricket Club Member Protection Policy applies.

It is a requirement of the UQCC Member Protection Policy that the club check the background of each person bound by the Policy who works, coaches or has regular unsupervised contact with children and young people under the age of 18.

I _____ (name) of _____
_____ (address), born ____/____/____

sincerely declare that:

1. I do not have any criminal charge pending before the courts.
2. I do not have any criminal convictions or findings of guilt for sexual offences, offences related to children or acts of violence.
3. I have not had any disciplinary proceedings brought against me by an employer, sporting organisation or similar body involving child abuse, sexual misconduct or harassment, other forms of harassment or acts of violence or intimidation.
4. I have never been sanctioned for, and am not currently serving a sanction for, an anti-doping rule violation under any anti-doping policy applicable to me.
5. I will not participate in, facilitate or encourage any practice (and have never participated in, facilitated or encouraged) any practice prohibited by the World Anti-Doping Agency Code or any other anti-doping policy applicable to me.
6. To my knowledge, there is no other matter that the UQCC may consider to constitute a risk to children, or a risk to its members, employees, volunteers, athletes or reputation, by engaging me.
7. I will notify the President of the UQCC immediately upon becoming aware that any of the matters set out above has changed for whatever reason.

Declared in the state of Queensland on ____/____/____ (date)

Signature _____

Consent of parent/guardian (on behalf of a person under the age of 18)

I have read and understood the declaration provided by my child. I confirm and warrant that the contents of the declaration provided by my child are true and correct in every particular.

Name: _____ Signature: _____

Date: ____/____/____

APPENDIX 3: CHILD RISK MANAGEMENT STRATEGY CHECKLIST AND ACTION PLAN

Mandatory Requirements	Does this already exist?				
	Yes	Location and/or amendments	No	Resources required	By whom/when?
1. A statement of commitment to the safety and wellbeing of children and the protection of children from harm	<input checked="" type="checkbox"/>	Member Protection Policy		Included in policy	Shelley, Club Admin 4 April 2019
2. A code of conduct for interacting with children and young people	<input checked="" type="checkbox"/>	Code of Conduct Member Protection Policy		Included in policy	Shelley, Club Admin 4 April 2019
3. Written procedures for recruiting, selecting, training and managing staff and volunteers	<input checked="" type="checkbox"/>	Blue Card Policy Volunteer Action Plan Position Descriptions		Included in policy	Shelley, Club Admin 4 April 2019
4. Policies and procedures for handling disclosures or suspicions of harm, including reporting guidelines	<input checked="" type="checkbox"/>	Member Protection Policy		Included in policy Reporting form	Shelley, Club Admin 4 April 2019
5. A plan for managing breaches of the risk management strategy	<input checked="" type="checkbox"/>	Member Protection Policy		Included in policy	Shelley, Club Admin 4 April 2019
6. Policies and procedures for managing compliance with the blue card system	<input checked="" type="checkbox"/>	Blue Card Policy		Included in policy Blue card register	Shelley, Club Admin 4 April 2019
7. Risk management plans for high risk activities and special events	<input checked="" type="checkbox"/>	Association/Club documents		Risk Management report completed for UQ Sport Annually	Shelley, Club Admin 4 April 2019
8. Strategies for communication and support	<input checked="" type="checkbox"/>	Member Protection Policy		Appendix 2 Member Declaration Staff / Volunteer training	Shelley, Club Admin 4 April 2019