



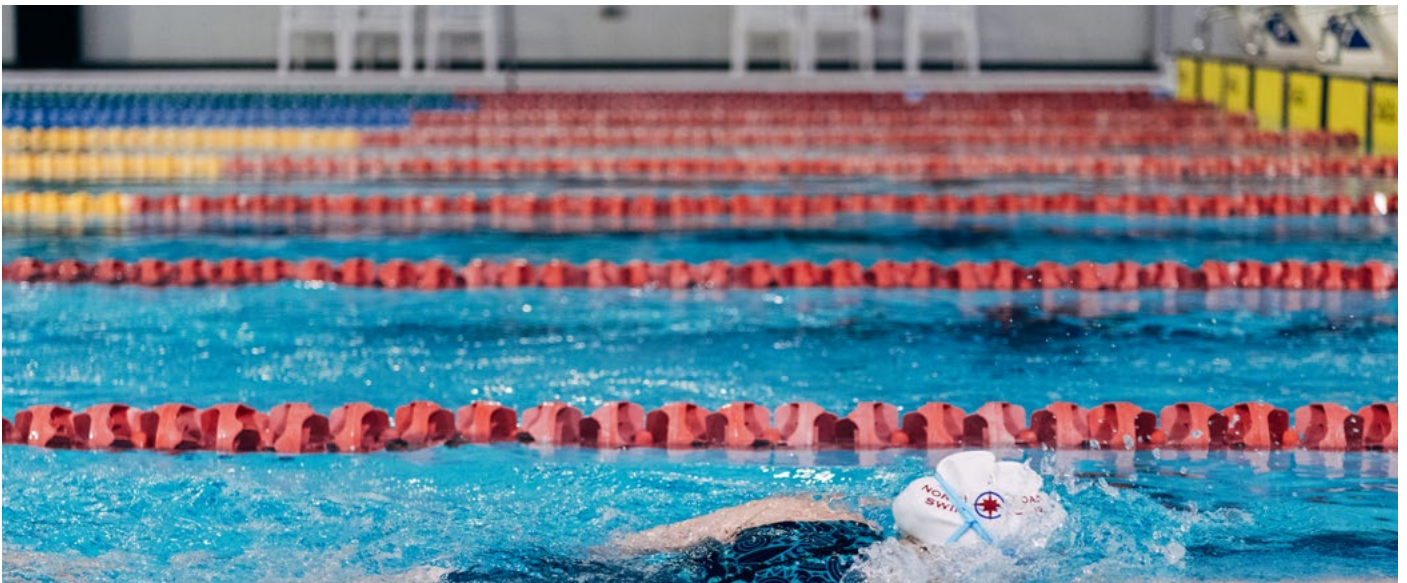
 **True Sport**
Child Safeguarding Initiative

NATIONAL PRINCIPLE 4

Equity is upheld and diverse needs respected in policy and practice



November 2023



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[Click here](#) to view other True Sport Child Safeguarding resources.

GLOSSARY OF TERMS

Child Safeguarding

Child Safeguarding relates to the actions taken by organisations to promote the safety and wellbeing of children and young people in it's care, to protect them from harm.

Children and young people

Those involved in your SSA who are under the age of 18 or fit into a youth category.

National Principles

The National Principles for Child Safe Organisations (National Principles) reflect the ten child safe standards (standards) recommended by the Royal Commission into Institutional Responses to Child Sexual Abuse and were endorsed by all Commonwealth, state and territory governments. The National Principles are the vehicle for giving effect to recommendations

relating to the standards. The National Principles aim to provide a nationally consistent approach to creating organisational cultures that foster safety and wellbeing.

SSA

State Sport Association.

Staff and volunteers

All people undertaking paid or unpaid work within your SSA.

True Sport

True Sport provides a framework for a long-term sustainable approach to safeguarding, support and equip the sports industry from now and into the future. Its all about creating the environment for sport in WA that allows the industry to thrive and prosper for generations to come.

If you need support:

- > [Mental health community links](#)
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Equity is upheld and diverse needs respected
in policy and practice

NATIONAL
PRINCIPLE 4



November 2023

KEY ACTION AREA 4.1:

The SSA, including staff and volunteers, understands the diverse circumstances of children and young people, and provides support and responds to those who are vulnerable.

OVERVIEW

It is important for your SSA to firstly acknowledge that children and young people have diverse circumstances and acknowledge the benefits of a diverse membership to your SSA, as well as to the broader community.

Next, it is important for your SSA to understand the diverse circumstances of the children and young people who are involved in it. This information can be gained through a range of means, including your SSA's registration process and open and regular communication with families, carers, and children and young people (see [National Principle 2](#) and [National Principle 3](#) resources). Once the diverse circumstances of the children and young people are understood, your SSA will be able to identify what support is required in the sports context, as well as respond to those who are more vulnerable. In other words, your SSA needs to understand the circumstances of its children and young people in relation to how these might influence their involvement and participation. Remember, your SSA staff and volunteers **do not need to be experts**, but they need to seek guidance, to enable involvement and participation by all children and young people. This can be achieved through a range of approaches as outlined below.

It is valuable and beneficial to have a diverse volunteer and staff workforce and for this diversity to reflect the lives and identities of the children and young people involved in your SSA. This enables children and young people to have role models within your SSA to aspire to. Therefore, you can consider whether your recruitment processes could be enhanced to encourage recruitment and retention of staff and volunteers from diverse backgrounds. It is recommended that your SSA's environment reflects the lives and identities of the children and young people involved within it, through images and role models. Diverse images and photos can be shared on your website, social media platforms, on posters and on pull-up banners (with the appropriate permissions to use the photographs of course!).

It is important for your SSA to embed respect for, and celebration of, diversity and cultural differences in all of its policies and practices, as well as your SSA staff and volunteers understanding that the cultural identity or religious beliefs of children and young people are fundamental to their wellbeing.

It is important for your SSA staff and volunteers to implement practices that promote the inclusion and safety of children and young people with diverse needs. This includes promoting your SSA as an inclusive organisation where all children and young people are welcomed, as well as your SSA creating the conditions and environment that makes it accessible for all children and young people – both physically accessible as well as accessible in terms of provision of information.

In order to achieve the above it is essential for your SSA to provide opportunity and active encouragement for regular feedback and input from children, young people and their families (see [National Principle 2](#) and [National Principle 3](#) resources).



EXAMPLE SSA ACTIONS TO WORK TOWARDS IMPLEMENTING KEY ACTION AREA 4.1	<p>The SSA’s environment reflects the lives and identities of the children and young people within it, through positive images and role models.</p>
	<p>Respect for, and celebration of, diversity and cultural differences is embedded in all SSA policies and practices, and affirms that the cultural identity or religious beliefs of children and young people are fundamental to their wellbeing.</p>
	<p>The SSA ensures that practices are in place to promote the inclusion and safety of children and young people with diverse needs.</p>
	<p>All children, young people and families, including those from diverse backgrounds, are supported to give feedback.</p>

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KEY ACTION AREA 4.2:

Children and young people have access to information, support and complaints processes in ways that are culturally safe, accessible and easy to understand.

OVERVIEW

It is important for children and young people to have access to information, support and complaints processes in ways that are culturally safe, accessible and easy to understand, as outlined below.

It is important for your SSA to have strategies for promoting the participation of vulnerable children and young people, and to implement these strategies.

It is also important that your SSA resources, programs and information reflect diversity. For example, your SSA may use an Aboriginal and Torres Strait Islander Flag and artwork and also include an Acknowledgement of Country:

- On its website
- On posters displayed at SSA venues
- In complaint resolution resources
- In speeches
- In newsletters.

The National Office for Child Safety, in partnership with Aboriginal and Torres Strait Islander children's advocacy group SNAICC and with input from the Victorian Child Care Agency, has [developed resources and information](#) to assist organisations to understand cultural safety considerations when implementing the National Principles. If you would like any further information, please click [here](#).



KEY ACTION AREA 4.3:

The SSA pays particular attention to the needs of Aboriginal and Torres Strait Islander children and young people, children and young people with a disability, children and young people from culturally and linguistically diverse backgrounds, those who are unable to live at home, and LGBTIQ+.

OVERVIEW

It is important for your SSA to pay particular attention to the needs of:

- Aboriginal and Torres Strait Islander children and young people
- Children and young people with a disability
- Children and young people from cultural and linguistically diverse backgrounds
- Those who are unable to live at home
- LGBTIQ+ children and young people.

It is also important for your SSA to promote and support diversity of family structures and relationships to enable all families, children and young people involved in your SSA to feel included and welcomed.

If your SSA proactively works to include all children and young people, they will feel more comfortable with themselves and expressing their true selves, abilities, culture, family background and spiritual beliefs. This will assist all children and young people to feel respected and therefore valued, and will in turn increase the likelihood of them speaking up if they have any concerns or worries.

To assist your SSA in doing this, it is important to remember that staff and volunteers **do not need to be experts**, instead, they need to be confident to seek guidance externally from experienced others within other organisations or agencies.



EXAMPLE SSA ACTIONS TO WORK TOWARDS IMPLEMENTING KEY ACTION AREA 4.3	The SSA promotes and supports diversity of family structures and relationships.
	All children and young people have fair access to the relationships, skills, knowledge and resources they need to be safe, within the SSA.
	The SSA needs to address the needs of children and young people who have particular vulnerabilities or diverse needs.
	Guidance is sought externally from experienced others in regard to the needs of children and young people with disabilities, diverse needs and from culturally diverse backgrounds.

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EXAMPLE SSA ACTIONS TO WORK TOWARDS IMPLEMENTING KEY ACTION AREA 4.2	The SSA has strategies for promoting the participation of children and young people with diverse needs.
	The SSA implements its strategies for promoting the participation of children and young people with diverse needs.
	SSA resources, programs and information reflect diversity.

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