



AQUADRY
INSULATED

 **True Sport**
Child Safeguarding Initiative

NATIONAL PRINCIPLE 7

Staff and volunteers are equipped with the knowledge, skills and awareness to keep children and young people safe through ongoing education and training



November 2023



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If you need support:

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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.

Child Safety Code of Conduct

A document that provides guidelines for everyone involved in organisations (including staff and volunteers and children and young people) to understand their expected behavioural standards and responsibilities.

Children and young people

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

Cultural safety

Refers to an environment in which the inherent rights, cultures and traditions of a particular culture are recognised, protected and advanced.

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.

SportWest

The peak industry body for sport in Western Australia and the author of this resource.

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.

Staff and volunteers are equipped with the knowledge, skills and awareness to keep children and young people safe through ongoing education and training

**NATIONAL
PRINCIPLE 7**



November 2023

KEY ACTION AREA 7.1:

Staff and volunteers are trained and supported to effectively implement the SSA's child safety and wellbeing policy.

OVERVIEW

It is important that your SSA trains and supports its staff and volunteers to effectively implement the child safety and wellbeing policy and abide by the [Child Safety Code of Conduct](#). Although policy and procedure documentation is important to have in place, without effective implementation it will not encourage or enable a child safe environment. Effective implementation of your child safety and wellbeing policy can be achieved by the steps outlined below.

Firstly, all your SSA staff and volunteers, including leaders, need to be trained to understand their child safety responsibilities. The training and resources provided to your SSA staff and volunteers need to be accessible, evidence-based, from trusted sources, up-to-date, relevant and regularly reviewed.

Your SSA's child safety resources – or information about those resources – can be displayed in any of your buildings (for example office space, stadiums, training grounds etc) and also on an internal intranet if you have one. This will raise awareness of the information regularly and consistently among staff and volunteers.

Continuous professional development and training needs to be provided to support ongoing awareness and implementation of child safe and friendly practices within your SSA. Click [here](#) to find out about upcoming True Sport Child Safeguarding training.



<p>EXAMPLE SSA ACTIONS TO WORK TOWARDS IMPLEMENTING KEY ACTION AREA 7.1</p>	<p>Training addresses the needs of all staff and volunteers in the SSA, including leaders, to ensure they have the knowledge and information required to understand their responsibilities.</p>
	<p>Training and resources provided to staff/volunteers are accessible, evidence-based and reviewed regularly.</p>
	<p>Resources shared within the SSA are from trusted sources and include relevant and up-to-date information about establishing and maintaining safety and wellbeing for children and young people.</p>
	<p>Resources (or information about resources) are clearly displayed in SSA buildings for staff and volunteers to see, as well as on any internal intranet.</p>
	<p>Ongoing professional development/training is provided to support ongoing responsiveness to, and application of, child safe and friendly practices within the SSA and address any identified gaps in knowledge or understanding.</p>

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KEY ACTION AREA 7.2:

Staff and volunteers receive training and information to recognise indicators of child harm, including harm caused by other children and young people.

OVERVIEW

It is important for your SSA staff and volunteers to receive training and information to recognise the [indicators of child harm](#), including harm caused by other children and young people. This will enable them to help keep children and young people safe within your SSA.

If your SSA staff and volunteers are not provided with this information, they are less likely to notice some of the early warning signs that a child may be at risk. In turn, without this recognition, they will be less likely to have the confidence to know how or where to report their concern. This has many risks, particularly for the safety of children and young people.

As a starting point, it is important for your SSA to provide information about how to identify and respond to behaviour that is considered risky or harmful to children or young people. Your SSA may do this by having an information session where you show and talk through resources that cover this information and encourage questions. Examples of resources you may share include:

- Your SSA [child safety and wellbeing policy and procedures](#)
- Your SSA [Child Safety Code of Conduct – see Template 1.4](#)
- Your reporting flowchart – see [Template 6.4](#).

Once you have informed your SSA staff and volunteers about the indicators of child harm, including harm caused by other children and young people, it is then important to provide information and training about child abuse within the sports context. There is a range of information available that can assist with this.

For some background about harmful sexual behaviours displayed by children or young people, what to look out for, and how to respond appropriately, the Department of Communities has information, resources and links available [here](#).



EXAMPLE SSA ACTIONS TO WORK TOWARDS IMPLEMENTING KEY ACTION AREA 7.2	SSA staff and volunteers are provided with information and training about how to identify and respond to behaviour by others that is considered risky or harmful to children, including children and young people displaying harmful sexual behaviours.
	SSA staff and volunteers are provided with ongoing information and training about child abuse from relevant and current sources in a range of accessible formats.

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KEY ACTION AREA 7.3:

Staff and volunteers receive training and information to respond effectively to issues of child safety and wellbeing and support those who disclose harm.

OVERVIEW

As mentioned throughout the True Sport Child Safeguarding resources, it is essential for your SSA to proactively create and maintain a safe environment for children and young people by implementing the National Principles for Child Safe Organisations. As part of this, it is vital to prepare for managing situations where a child or young person discloses that they have been, or are being harmed, or where an SSA staff member or volunteer suspects a child or young person is at risk, as well as ensuring that disclosers are supported in the process.

TRAINING AND INFORMATION

Your SSA staff and volunteers must receive training and information that covers how to respond effectively to issues of child safety and wellbeing, including what to do if they are concerned that a child or young person is at risk, as well as how to manage a situation where either a child or young person discloses that they have been, or are being, harmed or a person alerts them to a potential child safety issue.

This training and information needs to be clear and concise information and accessible at any time to all SSA staff and volunteers. This training and information should also be consistent with your SSA complaint handling policy and related procedures, as applicable. Your SSA can refer to the ['Complaint Handling Guide: Upholding the rights of children and young people'](#) issued by the National Office for Child Safety in the course of any complaint handling process.

AVAILABLE SUPPORT

Your SSA must ensure that all staff and volunteers know:

- Who within your SSA can be contacted if they require any additional information, support or guidance in navigating a suspicion or disclosure of harm to a child or young person (including if a person does not feel that their complaint or concern has been acted upon seriously or appropriately)
- How and to whom a complaint or disclosure can be made
- What support services are available to receive internal or external support (see proposed list below) throughout the process.

Your SSA should also ensure that all staff and volunteers understand their, and the SSA's, rights and obligations with respect to confidentiality regarding the child safe matter and any applicable complaint.



Please see [National Principle 6](#) for more information about complaint handling, in addition to [Template 6.4](#), which provides an example reporting flowchart relevant for the WA context.

The [True Sport Child Safeguarding Reporting Flowchart](#) includes:

- A summary of the types of child abuse including possible indicators that a child or young person may be at risk of harm, or has been harmed
- Where and how to report a suspicion or disclosure that a child or young person has been, or is being, harmed
- Guidance about what to say to a child or young person if they disclose that they have been or are being harmed
- What to expect when making a report to the Department of Communities or the WA Police, including the questions that may be asked
- Considerations about who else may need to know about the suspicion or disclosure
- Tips to assist your SSA staff and volunteers to navigate the reporting process
- An overview of mandatory reporting in WA.

EXAMPLE SSA ACTIONS TO WORK TOWARDS IMPLEMENTING KEY ACTION AREA 7.3

SSA provides staff and volunteers with training and information about:

- responding to disclosures of abuse by children and young people.
- factors that influence the likelihood of a child or young person making a disclosure.
- identifying and addressing child safety and wellbeing risks.
- policies, procedures and reporting within the SSA, including legal reporting obligations.
- where to access further support internally and/or externally, including what do to if concerns are not acted upon appropriately.

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KEY ACTION AREA 7.4:

Staff and volunteers receive training and information on how to build culturally safe environments for children and young people.

OVERVIEW

It is important for your SSA staff and volunteers to receive training and information about how to build culturally safe environments for children and young people in an ongoing way.

SSA staff and volunteers need to receive training and information about how to support the participation of all children and young people, families and communities. This must include building the knowledge of your SSA staff and volunteers about what cultural safety is and what it means to children and young people within the SSA. For more information about the cultural safety considerations when implementing the National Principles see [National Principle 4 resources](#).

The training your SSA either provides or provides access to - for staff and volunteers - needs to be culturally responsive to the needs of Aboriginal and Torres Strait Islander Peoples, migrant, refugee and multi-faith communities, and to the needs of people with a disability. One way this can be achieved is through delivery by people with diverse backgrounds.

Your SSA can share its child safety information regularly with children and young people, parents and carers, as well as providing education or access to education. It is important for this information to be accessible and include details about:

- What child abuse is and the indicators of harm
- Who people can speak with at your SSA if they require additional support (including accessing protective behaviours training)
- [Online safety](#).



EXAMPLE SSA ACTIONS TO WORK TOWARDS IMPLEMENTING KEY ACTION AREA 7.4	<p>The SSA provides staff and volunteers with training and information about supporting the participation of all children and young people, families and communities in the sport.</p>
	<p>Training is culturally responsive to the needs of Aboriginal and Torres Strait Islander Peoples, migrant, refugee and multi-faith communities, and to the needs of people with a disability, LGBTIQI+</p>
	<p>Information on education opportunities for children, young people, parents and carers about child abuse, protective behaviours and online safety is provided in accessible formats.</p>

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