



2022-24

**Making services  
safer for children**



#ChildSafeStandards

# CHILD SAFETY

IS EVERYONE'S RESPONSIBILITY

<http://www.warringahasc.com.au/child-safety/>

## Standard 1



Child safety is embedded in organisational leadership, governance and culture

# CHILD SAFETY IS EMBEDDED IN ORGANISATIONAL LEADERSHIP, GOVERNANCE AND CULTURE

## IMPLEMENTATION

Warringah Aquatic Swim Club is committed to embedding child safety in our organisation by adopting Swimming Australia's Safe Sport Framework (SSF) and Codes of Conduct, and Sport Integrity Australia's National Integrity Framework (NIF).

We enforce compulsory Working With Children Checks (WWCC) and (follow these up by verifying them) for WASC committee members, coaches, technical officials and support staff.

The SSF and NIF confirms the shared responsibility we all have for keeping each other safe in swimming – children and adults alike. It was first adopted by WASC in 2018, and updated in February 2024.

- WASC have a designated volunteer role – MPIO/Child Safety Officer
- Child safety is on our agenda at every meeting

## Standard 2



Children participate in decisions affecting them and are taken seriously



# ATHLETES PARTICIPATE IN DECISIONS AFFECTING THEM AND ARE TAKEN SERIOUSLY

## IMPLEMENTATION

Since 2019 Warringah Aquatic Swim Club coaches have consulted with both senior and junior athletes about decisions that affect them. We believe in letting the athletes have their say and encourage open communication.

WASC have an online Complaints, Compliments and Feedback form. The WASC Board take all complaints or concerns seriously and respond promptly and thoroughly.

Feedback is sought regularly by the Club Committee from Coaches and athletes throughout each season.

## Standard 3



Families and  
communities are  
informed and involved



# FAMILIES AND COMMUNITIES ARE INFORMED AND INVOLVED

## IMPLEMENTATION

Children are safer when organisations include parents, carers and families in their activities and consult them on children's development. We strive to maintain a high standard of communication with our members through our known social media channels, e-newsletters, information emails and our website.

Contact details for various roles on our Committee are listed on our website under the *Contact Us* page.

To ensure complete transparency, when communication is necessary with members aged under 18, correspondence is sent to their parent/guardian only, or in addition to, the swimmer.

Our website dedicates a whole page to Child Safety which includes important information and links related to the safety and well being of all children.

It is a condition of entry to all WASC meets that a parent/guardian contributes to the running of the carnival as a Technical Official, Timekeeper or other volunteer duty.

## Standard 4



Equity is upheld and diverse needs are taken into account



# EQUITY IS UPHELD AND DIVERSE NEEDS ARE TAKEN INTO ACCOUNT

## IMPLEMENTATION

At WASC our goal is to build participation and connection by creating an inclusive swimming community, where everyone is made to feel welcome, have equal opportunities and are treated with respect. We do this through the support and implementation of Swimming Australia's Inclusion and Diversity Policy, and the implementation of the Inclusive Swimwear policy.

At WASC we uphold equity and diverse needs are taken into account. Our Multi-Class and Para-athletes are included in all our events in our calendars.

Our Technical Official committee consists of English and Non-English speaking persons who are able to communicate to our members in multiple languages.

We use our social media platforms to acknowledge special occasions and awareness "weeks" such as "RUOK", "NAIDOC", LGBTI awareness etc.

## Standard 5



People working with children are suitable and supported



# PEOPLE WORKING WITH CHILDREN ARE SUITABLE AND SUPPORTED

## IMPLEMENTATION

At Warringah Aquatic Swim Club we work to ensure that the people working with children are suitable and supported by requiring all Committee members and Technical Officials to undergo a Working with Children Check, following the Safe Sport Framework recruitment policy, and requiring all staff to complete the Sport Integrity Australia Child Safeguarding course.

Our Technical Official committee strive to ensure our meets are run by the appropriately qualified technical officials. Our Area Technical Official committee offer ongoing training and support to all accredited technical officials and welcome all members from Area Clubs to participate in ongoing training opportunities to become accredited technical officials.

## Standard 6



Processes to respond to complaints of child abuse (or other concerns) are child-focused



# PROCESSES TO RESPOND TO COMPLAINTS OF CHILD ABUSE (OR OTHER CONCERNS ARE CHILD-FOCUSED)

## IMPLEMENTATION

We know that child safe cultures create environments where stakeholders can identify and report suspected harm of children.

Warringah Aquatic Swim Club follows the Safe Sport Framework and National Integrity Framework complaint procedures. All stakeholder complaints are heard in complete confidence by the WASC Member Protection Information Officer (MPIO), and are taken seriously.

Complaints or reports can be made in complete confidence online via the digital form on our website or via email to [mpio@warringahasc.com.au](mailto:mpio@warringahasc.com.au)

## Standard 7

Staff are equipped with the knowledge, skills and awareness to keep children safe, through continual education and training



## STAFF, COACHES AND VOLUNTEERS KNOW HOW TO KEEP CHILDREN SAFE WITH CONTINUAL EDUCATION AND TRAINING

### IMPLEMENTATION

A child safe organisation promotes continuous learning and provides regular ongoing education and training. Warringah Aquatic Swim Club staff, coaches and leaders are informed how to look out for signs of vulnerable children and how to report complaints, as outlined in the Safe Sport Framework. Accreditations are also kept up to date for courses that contribute to the safety of children including First Aid, CPR, COVID-19 infection control.

WASC have numerous links to online training courses in the *Continual Education and Training* section on the *Child Safety* page of our website and encourage all members to do the Sport Integrity Australia Child Safeguarding course.

WASC have a designated child safety officer/MPIO on our committee. They can be easily contacted via email: [mpio@warringahasc.com.au](mailto:mpio@warringahasc.com.au)



## Standard 8



Physical and online environments minimise the opportunity for abuse or other kinds of harm to occur

# PHYSICAL AND ONLINE ENVIRONMENTS MINIMISE THE OPPORTUNITY FOR ABUSE OR OTHER KINDS OF HARM TO OCCUR

## IMPLEMENTATION

Warringah Aquatic Swim Club has a zero-tolerance policy for abuse. We have adapted our physical environments to minimise opportunities for abuse to occur, including implementing separate change rooms for Technical Officials or volunteers and swimmers at our events. We also have long-held child safeguarding policies at overnight camps that ensure adequate mixed gender adult supervision, and that adult and child accommodation is always separate.

Our Coaches and Committee members closely monitor our social media platforms for inappropriate comments or content. Any breaches are dealt with immediately and thoroughly.

## Standard 9



Implementation of the  
Child Safe Standards is  
continuously reviewed and improved

# IMPLEMENTATION OF THE CHILD SAFE STANDARDS IS CONTINUOUSLY REVIEWED AND IMPROVED

## IMPLEMENTATION

The Board of WASC acknowledges that it takes ongoing effort to maintain a safe environment for children. To ensure all of our stakeholders can implement child safe measures, we have made it easy for everyone to find the information on child safety processes on Warringah Aquatic Swim Club's website and social media platforms.

WASC also regularly undertakes an audit of policies and procedures to ensure they are up to date with the new Child Safe Standards.



# Standard 10



Policies and procedures document how the organisation is child safe

## POLICIES AND PROCEDURES DOCUMENT HOW THE ORGANISATION IS CHILD SAFE

### IMPLEMENTATION

Warringah Aquatic Swim Club's policies and procedures reflect the Child Safe Standards, which are thoroughly addressed in Swimming Australia's Safe Sport Framework (SSF), adopted by Warringah Aquatic Swim Club in 2018. In 2024, Swimming Australia updated the SSF and NIF to make it even more child-centred, and we have embraced this fully.

In 2022 WASC adopted the Sport Integrity Australia National Integrity Framework (NIF). We take a proactive approach to mitigate integrity threats to sports and provide a safe, fair and healthy environment for participants at all levels of sport.

The SSF and NIF confirms the shared responsibility we all have for keeping each other safe in swimming – children and adults alike.