

## Beachside Physical Culture Club Inc

### Child Safety & Protection Policy

#### 1. Purpose

Beachside Physical Culture Club Inc (BPCC) is committed to providing a child-safe environment where children are protected, respected, and supported at all times.

This Policy aligns with the NSW Child Safe Standards and applicable child protection legislation. Compliance with this Policy is mandatory.

#### 2. Scope

This Policy applies to all:

- Members (including junior members)
- Executives and Executive Teachers
- Associate Teachers
- Volunteers, contractors, and officials
- Parents, carers, and any other persons engaged in BPCC activities

#### 3. NSW Child Safe Standards – Statement of Commitment

BPCC adopts and implements the NSW Child Safe Standards and is committed to:

- preventing child abuse and harm;
- promoting the safety, welfare, and wellbeing of children;
- embedding child safety into governance, leadership, and culture.

#### 4. Mapping to NSW Child Safe Standards

##### **Standard 1 – Child safety is embedded in organisational leadership, governance, and culture**

- Child safety is a standing governance responsibility of the Executive Committee.
- Child safety considerations inform decision-making and policy development.
- Breaches of child safety obligations may constitute breaches of the Constitution, Regulations, and Code of Conduct.
- Teachers and assistants must abide by the Teaching and Assistant Policy, which outlines the requirements for Teaching practices, and acceptable guidelines when dance instructions or corrections may require physical contact.

##### **Standard 2 – Children are informed about their rights, participate in decisions affecting them, and are taken seriously**

- Children are encouraged to speak up if they feel unsafe or uncomfortable.
- Concerns raised by children are taken seriously and responded to promptly.

##### **Standard 3 – Families and communities are informed and involved in promoting child safety**

- Parents and carers are provided with access to this Policy.
- BPCC communicates child safety expectations clearly to families.

##### **Standard 4 – Equity is upheld and diverse needs are taken into account**

- BPCC promotes inclusion and respects diversity.
- Additional support may be provided where required to ensure child safety.

**Standard 5 – People working with children are suitable and supported**

- All persons working with children must hold and maintain a valid Working with Children Check (WWCC) where required by law.
- BPCC ensures appropriate induction and guidance on child safety responsibilities.

**Standard 6 – Processes to respond to complaints and concerns are child-focused**

- Child safety complaints are prioritised.
- Reports are handled confidentially and in accordance with legal obligations.
- Natural justice principles apply where appropriate.

**Standard 7 – Staff and volunteers are equipped with knowledge, skills, and awareness****BPCC promotes awareness of child safety obligations.**

- Relevant persons are informed of reporting requirements and behavioural expectations.

**Standard 8 – Physical and online environments minimise the opportunity for abuse**

- BPCC takes reasonable steps to ensure safe physical environments.
- Online and electronic communications with children must be appropriate and supervised.

**Standard 9 – Implementation of child safety is regularly reviewed and improved**

- Child safety practices are reviewed annually.
- Improvements are made where risks or gaps are identified.
- WWCC's are monitored and rechecked annually.
- Policies are reviewed immediately if legislation or governing body requirements change.

**Standard 10 – Policies and procedures document how the organisation is child safe**

- This Policy, together with the Code of Conduct, Teaching and Assistant Policy, Constitution, and Regulations, documents BPCC's child safety framework.

**5. Working With Children Checks**

All persons working with children must:

- hold and maintain a valid Working with Children Check where required;
- notify the Executive Committee of any change to their WWCC status.

**6. Reporting Child Safety Concerns**

Any child safety concern, allegation, or disclosure:

- must be reported immediately to the Executive Committee.
- where required by law, will be reported to relevant authorities.

**7. Breaches**

Breaches of this Policy may result in action under the Constitution, Regulations, and Code of Conduct, including suspension or termination of membership or engagement.

## 8. Review and Governance

This Policy:

- is approved by the Executive Committee;
- operates subject to the Constitution and Regulations;
- will be reviewed every two (2) years or sooner if required.

Approved by Executive Committee

Date: December 2025

Next Review: December 2027