

Please see link to full Child Safe Policy, and other child safeguarding policies [here](#).

WHY DO WE HAVE THIS POLICY?

WGC is committed to promoting and protecting the interests and safety of gymnasts.

The WGC Child Safe Policy aims to prevent child abuse from occurring at WGC, foster a strong culture of child safety and wellbeing, outline child safeguarding responsibilities, and ensure best practice across the organisation.

WHO DOES THIS APPLY TO?

This policy applies to all individuals who conduct work for, or are connected to WGC in a paid or unpaid capacity, including:

- WGC Committee, including the Risk Committee
- Club Director
- Staff
- Spectators
- Members
- Contractors and sub-contractors, including sports medicine physicians and physiotherapists

YOUR RESPONSIBILITIES

- **Uphold a duty of care** for all children at WGC facilities
- **Comply** with this Policy and the Child Safe Code of Conduct
- **Adhere to Gymnastics Victoria and GA** codes of conduct, codes of ethics, rules, policies and procedures
- Maintaining a **current WWCC**
- **Complete child safe training** during induction, and on an ongoing basis
- **Respond appropriately to children** if they raise a concern
- **Report child safety concerns** in accordance with WGC's Child Safe Complaints Handling Procedure, and child safe legal reporting obligations
- **Recognise and address child safety risks** in your area of responsibility.

If you are a Head Coach, DL, Manager, Mentor or Team Leader you must also:

- Model appropriate child safety behaviours in accordance with the Child Safe Code of Conduct
- Communicate key child safety updates at team meetings
- Foster an open complaints culture which supports and encourages staff, children and parents to raise any safety concerns
- Support staff in meeting their child safe responsibilities and ensuring their team and others are adhering to this policy.

WHAT HAPPENS IF I BREACH THIS POLICY?

WGC will respond promptly to breaches in a fair, unbiased, and supportive manner. WGC will consider the nature of the breach, and may take any of the following actions:

- Facilitate mediation between the parties involved in the incident (where appropriate)
- Provide specific education and training
- Impose restrictions on your duties of the person (e.g. a ban or suspension from WGC facilities)
- Provide closer supervision
- Conduct a review of current policies and procedures, with updates and developments adopted if necessary.
- Disciplinary action in accordance WGC's disciplinary procedures. Disciplinary action may include, but is not limited to, the suspension or termination of employment.