



Child Safety Policy – March 2023

Purpose

The Independent Girls Schools Sports Association (IGSSA) is committed to the safety and promotion of involvement of all girls in school sport. In partnership with our member and associated schools, we are committed to preventing harm or the risk of harm to children and young people, in line with the requirements of the [Child Safety \(Prohibited Persons\) Act 2016](#), [Child Safety \(Prohibited Persons\) Regulations 2019](#), [Children and Young People \(Safety\) Act 2017](#), [National Principles for child safe organisations](#) and the [Criminal Law Consolidation Act 1935 \(SA\)](#). This policy defines IGSSA's obligations in relation to the protection of children and young people.

Scope

This policy guides staff, officials, volunteers, life members, member schools and all other individuals involved in facilitating, organising and supervising school sport. It should be read in conjunction with the Child Safety policies in place in member schools.

Policy Detail

Responsibilities

All individuals engaged by IGSSA, whether in paid or voluntary roles are required to:

- provide a safe, supportive, respectful and encouraging environment in which students develop and enjoy their participation in sport
- not assume a role which is outside of the scope of the role for which they are engaged, e.g., not becoming a confidant or counsellor for students
- understand warning signs indicating that a child or young person is being groomed by a colleague and reporting any such behaviour to the school authorities and/or the Association's Executive Officer
- be aware of any bullying or harassing behaviour evident between the students and report to school authorities and/or the Association's Executive Officer
- promote cultural safety of students from diverse backgrounds.

The Association's Executive Officer will:

- support individuals engaged by IGSSA by providing information on how to access resources relating to child safety, including relevant legislation
- include child safety as a standing agenda item for all IGSSA meetings
- act on allegations of child harm or risk of harm reported to them

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- seek assurance from external suppliers that individuals providing umpiring or coaching services to IGSSA have in place required checks and clearances to work with children and young people
- make this policy available via the IGSSA website, accessible to students, their families and all other individuals as described above in Scope.

External suppliers of officials are responsible for:

- ensuring that individuals they engage in roles such as umpires or coaches have in place a current Working with Children Check.

IGSSA will undertake screening to assess the suitability of individuals engaged to volunteer or work with children participating in our competitions. This may involve obtaining referrals from previous sporting affiliations or from employers. Such references will not be sought without first obtaining the permission of the individual. Additional screening occurs through ensuring appropriate checks and training are in place, as detailed below.

Working with Children Check (WWCC)

In line with the requirements of the Child Safety (Prohibited Persons) Act 2016, IGSSA will ensure that individuals regularly engaged by IGSSA (who work or volunteer with children on more than seven occasions within a calendar year) will have in place a current WWCC. Evidence of a check must be provided to IGSSA for regular officials who will foreseeably be engaged on more than seven occasions, prior to commencement in any role.

IGSSA will verify the validity of checks online via the Department of Human Services Screening Unit and will advise the Screening Unit if it becomes aware of information which may be of concern in relation to the suitability of individuals to work with children. Further information on Working with Children Checks is available through the [DHS website](#). It is the responsibility of IGSSA member schools to ensure that all individuals engaged in either paid or volunteer roles have in place the required WWCC when undertaking duties at any IGSSA event.

Professional Practices

Individuals volunteering or engaged on a paid basis by IGSSA are expected to maintain a professional relationship with the students they work with. The relationship between an adult and a child or young person is not equal and adults who occupy roles involved in the facilitation of sporting opportunities for students are in positions of trust, care, authority, and influence.

IGSSA requires that persons engaged by the Association:

- do not initiate relationships with students beyond that required of their role e.g. coach, umpire
- do not use social media or any form of electronic messaging to engage in contact with students. Communication with students must be via the appropriate individual employed by the student's school of enrolment, for example the Head of Sport or Sport Assistant
- do not photograph or video students
- do not transport solitary students in a private vehicle
- minimise physical contact with students, seeking consent of the student prior to administering first aid or when contact is a necessary part of coaching. If student consent is withdrawn, contact must cease immediately.

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Compliance

All individuals to whom this policy applies must adhere to the policy at all times. Non-compliance may result in termination of engagement with IGSSA and in cases of criminal misconduct, reporting to external authorities.

This policy will be reviewed on a two-yearly cycle or following any change to legislative requirements.