



Child Protection Policy

The ASC is committed to the safety and wellbeing of all children and young people accessing our club. We support the rights of the child and will act without hesitation to ensure a child safe environment is maintained at all times. We also support the rights and wellbeing of our staff, members and volunteers and encourage their active participation in building and maintaining a secure environment for all participants.

Every club member bound by this policy must always place the safety and welfare of children and youths above all other considerations other than aviation safety issues.

The ASC acknowledges that our staff and volunteers provide a valuable contribution to the positive experiences of our juniors. The ASC aims to ensure this continues and to protect the safety and welfare of our junior participants. Several measures will be used to achieve this such as:

- Prohibiting any form of abuse against children and youths
- Providing opportunities for our juniors to contribute to and provide feedback on our club and activities
- Maintaining child-safe environments

Suitable Employees, Volunteers and Members: The ASC requires all reasonable steps be taken to ensure that it engages the most suitable and appropriate people to work with children (in prescribed positions). This may be achieved using a range of screening measures. Such measures aim to minimise the likelihood of engaging or retaining people who are unsuitable to work with children. The ASC requires Club flying instructors including gliding air experience instructors, Flight coordinators, Committee members and Staff to have current national police certificates.

Develop Codes of Conduct: The ASC will ensure that codes of conduct will specify standards of conduct and care when dealing with children, particularly those in the club's care, including professional boundaries, ethical behaviour and unacceptable behaviour. These codes of conduct will be shared with members through explicit training offered at various times through the year, most specifically at 'ASC Member's Forums' and subcommittee meeting opportunities.

Providing procedures for raising concerns or complaints: In addition to any legal obligation, if any person feels another person bound by this policy is acting inappropriately towards a child or is breaching the code of practice set out, then a complaint is to be raised with a club official and is to be taken to the club's management committee for review.

Identify and Analyse Risk of Harm: The ASC includes the review of existing child protection practices in its risk management strategy, to determine how child-safe and child-friendly the ASC is, and to determine what additional strategies are required to minimize and prevent risk of harm to children because of the action of an employee, volunteer, or member. Such reviews are to be conducted annually by the club's management committee.

Providing education and/or information to those involved in our sport on child abuse and child protection: The ASC will deliver training at various times through the year, most specifically at 'ASC Member's Forums and subcommittee meeting opportunities on the issue of child protection. Respective state laws details responsibilities of employees, volunteers and members, if there is suspicion on reasonable grounds that a child has been or is being abused or neglected.

The ASC requires that any child who is abused or anyone who reasonably suspects that a child or youth has been or is being abused by someone within our sport, to report it immediately to the police or relevant government agency.

All allegations of child abuse will be dealt with promptly, seriously, sensitively and confidentially. A person will not be victimised for reporting an allegation of child abuse and the privacy of all persons concerned will be respected.

If anyone bound by this policy reasonably suspects that a child or youth is being abused by his or her parent/s, they are advised to contact the relevant government department for youth, family and community services.

Taking Images of Children: Images of children can be used inappropriately or illegally. The ASC requires that wherever possible, it obtains permission from a child's parent/guardian before taking an image of a child ensures that the parent knows the way the image will be used. We also require the privacy of others to be respected and disallow the use of camera phones, videos and cameras inside changing areas, showers and toilets.

If the ASC uses an image of a child it will avoid naming or identifying the child unless approval from the child's parent/guardian has been obtained. We will not display personal details without consent from the parent/guardian. We will only use appropriate images of a child relevant to our sport, and ensure that the child is suitable clothed in a manner that promotes the sport.

ASC Excursions and Camps: When a minor (person under 18 years of age) wishes to deploy on an ASC excursion or camp, the parent or guardian must deploy with the minor and take all responsibility for that person. If a parent or guardian cannot accompany the minor, club approval will not be given for attendance of the minor concerned.

Approval record:

Version 1.0

This By-Law was based on an initial club policy on child protection which was adopted in 2016. Minor amendments were made to that policy and it was then approved as an ASC By-Law at the Committee meeting of 23 January 2018.