

Blind Bats Compliance Child Safety & Volunteer Guidelines 2022 – 2024

Blind Bats Inc takes seriously our responsibility to provide an environment that is caring, nurturing and safe:

We are committed to keeping children and young people safe.

- We encourage the involvement of children and young people.
- We involve families and the community in promoting child safety and wellbeing.
- We promote equity and respect diversity.
- We ensure that our people are suitable and supported to work with children and young people.
- We encourage reporting of all complaints and concerns.
- We equip our staff, contractors and site users with ongoing education and training.
- We ensure that environments are safe.
- We maintain and improve our policies and practices.

We do this by implementing a child safe environment that is understood , endorsed put into action and adhered to by everyone. Specifically the Child safe Policy and Volunteer Procedures.

1: Child Safety Risk Assessment

The Risk Management Framework outlines the risk management practices of our organisation and how we comply with the Commonwealth Risk Management Policy. We have a low tolerance for risks related to children and young people and are committed to the ongoing safety on our site and for those participating in our sports and community programs.

Risk Area	Risk Description	Key Risk Controls
Integrity	There is minimum level of risk integrity breakdown as we do not involve the participants in activities or programs	Ensure we only involve the club inline with club agreements and Grant agreements
Unacceptable Behaviours	Behaviours by staff, athletes, coaches, volunteers, support workers falls short of community expectation	Code of Conduct State Child Safe Policy Police checks and Working with Children Players responsible for checks (WWCC) for all staff Induction program for new staff
Participant Safety	The safety of children, young people, athletes or vulnerable participants is compromised.	Code of Conduct State Child Safe Policy Police checks and Working with Children

		Players responsible for checks (WWCC) for all staff Induction program for new staff
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2: Commonwealth Child Safety Framework

Requirement	Risk Description
Undertake risk assessments annually	<p>Child safety is considered and included in the Risk Management Framework and Risk Register.</p> <p>Blind Bats has a Child Safety Action Plan, which outlines proposed controls to manage child safety risks and implement the National Principles for Child Safe Organisations. The plan is approved by the Blind Bats Committee and reviewed annually.</p> <p>Blind Bats Child Safe Policy outlines the requirement for an annual risk assessment for child safety.</p>
Establish and maintain a system of training and compliance	<p>Blind Bats has implemented mandatory screening for all employees, including police checks and working with children checks (WWCC) or equivalent.</p> <p>Blind Bats maintains records for the WWCC for employees and all volunteers.</p> <p>Blind Bats requires all permanent, fixed term and casual staff to complete mandatory child safety online learning each year and all new staff participate in an induction which includes a dedicated session on child safety.</p> <p>https://elearning.humanrights.gov.au/register?tenancyId=3</p>
Adopt and implement the National Principles for Child Safe Organisations	<p>Blind Bats has adopted the National Principles for Child Safe Organisations and is embedding the Principles in its programs. The Child Safety Action Plan is updated annually and outlines our proposed actions to implement the Principles.</p> <p>Blind Bats committee is the Child Safe Champions, dedicated to Safeguarding Children and participant Safety Committee. Reporting occurs regularly the committee. The Child Safe Policy is displayed on the grounds and available on request and is updated on an annual basis.</p> <p>Child Safety controls for recruitment of volunteers have been further strengthened, with child safety screening in place across the application, interview and referee stages of recruitment. All staff and volunteers must hold a WWCC (or equivalent), complete mandatory child safe online learning and participate in an onboarding induction.</p>
Annual Reporting	<p>Blind Bats has implemented a process for annual reporting and publishes an Annual Statement of Compliance at the Annual General Meeting each year.</p> <p>The Annual Statement of Compliance is approved by the President and reported to the Committee members.</p>
Funding third parties	<p>Blind Bats includes child safety requirements for all organisations connected with delivering any program, including through Grant and training Agreements.</p> <p>Blind Bats implements child safety requirements into grant programs.</p>

	Blind Bats has included mandatory questions into the grant application portal and compliance checks are conducted as a part of grant assessment processes.
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3: Volunteer Process

Blind Bats implemented controls for recruitment of volunteers that ensures volunteers must hold a WWCC (or equivalent), and that any staff complete mandatory child safe online learning

- 1: Application process
- 2: Induction and distribution of policies around player code, responsibility and child safety measures
- 3: Acceptance of position and acknowledgement to uphold these policies
- 4: Screening and Reporting
- 5: Surveying of role and future volunteering improvement

We as a committee and association strengthened our compliance and monitoring processes for WWCC and mandatory child safe online learning, reflecting our commitment to ensuring that child safe requirements are fully embedded.