



EQUESTRIAN
AUSTRALIA

Child Safety Commitment Statement

Effective from 1 July 2018

Last Review on 28 June 2018

This policy is also accessible on the Equestrian Australia (EA) website: www.equestrian.org.au

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Purpose

Equestrian Australia is a sport involving children and young people. Our sport operates across Australia and engages children and young people through a number of our programs such as competition, young rider squads, participation activities and social events.

We take seriously our responsibility to deliver a sporting environment that is caring, nurturing and safe.

We promote equity and respect diversity by:

- actively anticipating children's diverse circumstances and responding effectively to those with additional vulnerabilities
- by giving all children access to information, support and complaints processes, and
- paying attention to the needs of Aboriginal and Torres Strait Islander children, children with a disability and children from culturally and linguistically diverse backgrounds.

Our board of directors approves and endorses Equestrian Australia's commitment to keeping children and young people from abuse and neglect.

It is the responsibility of all at Equestrian Australia, from executive to staff and volunteers, to:

- protect children and young people from all forms of abuse, bullying and exploitation by our people;
- be alert to incidents of child abuse and neglect occurring outside of our sport that may have an impact on the children and young people; and
- create and maintain a child safe culture that is understood, endorsed and put into action by all the individuals who work for, volunteer or access our programs and services.

We expect all within our sport, regardless of their role or level of responsibility, to act to keep children safe from such harm by:

- adopting the practices and behaviour we have set as our standard when carrying out their roles, and reporting any abuse or neglect of which they become aware to our management and/or to external authorities responsible for child protection or to police, regardless of whether that abuse is being perpetrated by staff and volunteers within our sport, or by those outside our sport including those from the child's family, extended family, their family's extended network or strangers.

Responsibilities

The Equestrian Australia staff and volunteers within sport are responsible for upholding the Equestrian Australia Child Safe Sport Commitment. The role of each entity in relation to the development and compliance of the Equestrian Australia Child Safe Sport Commitment is detailed in the table below.

Entity	Role/Responsibility
EA Board	<ul style="list-style-type: none">• Promote the commitment to this policy and its expectations.• Support policy review on an annual cycle as a minimum or at a time governed by legislation, regulations, or organisational learnings that promote a change to the policy and all relevant procedural guidelines.

Entity	Role/Responsibility
EA Board	<ul style="list-style-type: none"> • Ensure adequate resources are allocated to allow for the development and effective implementation of this policy. • Develop opportunities for regular discussion at all levels to support a culture of openness and continued improvement and accountability to child protection and member welfare. • Advocate and promote child rights, empowering and engaging children and young people in support of this policy and its expectations.
EA CEO/ EA Managers	<ul style="list-style-type: none"> • Ensure all staff and volunteers understand their obligations in accordance with the Child Safe Sport Commitment and any relevant policy and procedural documentation. • Ensure the suite of child safe policies is implemented and adhered to amongst relevant member stakeholders. • Ensure the development and implementation of required internal policy/work procedures and guidelines are in place to support child protection practice in accordance with the expectations of the Child Safe Sport Commitment. • Ensure adequate resources are allocated to allow effective implementation of the suit of child safe policies. • Ensure to support staff and volunteers in a joint way with a decision to initiate any form of action to protect a child from abuse, neglect, grooming or exploitation. • Ensure appropriate supports, such as counselling and formal debriefing, are provided for any staff and volunteers involved in a matter relating to responding to a concern for the safety and wellbeing of a child or young person. • Advocate and promote child rights, empowering and engaging children and young people in support of this Statement. • Proactively share resources and experience in the development of child safe initiatives as they are identified. • Develop opportunities for regular discussion at all levels to support a culture of continuous improvement and accountability of child protection and member welfare. • Ensure that our staff and volunteers are aware of the appropriate recruitment, screening and employment practice in relation to individuals with specific roles in working, coaching or volunteering with children and families.
EA Staff and EA Volunteers	<ul style="list-style-type: none"> • Maintain a full understanding of the commitments and expectations of this policy, as well as all other policy relevant child safety. • To undertake any induction and training anticipated in this policy, in relation to policy and procedures relevant to keeping children and young people safe. • To seek guidance from a supervisor or manager if there is ever any lack of understanding in relation to the commitments and expectations as set out in this policy. • To take action to protect children and young people from all forms of abuse, bullying and exploitation. • To assist in creating and maintaining a child safe culture and a culture of inclusion and safety

Our Commitment

Equestrian Australia is committed to ensuring the safety and wellbeing of all children and young people who are involved in our sport. Our policies and procedures seek to address risks to child safety and to establish child safe culture and practices. Our suite of child safe policies is: accessible in forms that are easy to understand; have been informed by stakeholder consultation; and are communicated to children, young people and their families, our staff and volunteers and the general public. We regularly review our policies, gain endorsement of changes and advise our staff and volunteers of changes.

We are committed to keeping children & young people safe

Through our Child Safe Sport Framework, we document our clear commitment to keeping children and young people safe from abuse and neglect. We communicate our commitment to all our staff and volunteers and give them access to a copy of our commitment statement.

Our staff and volunteers know the behaviour we expect

We ensure that each person involved in our delivery of services to children and young people understands their role and the behaviour we expect in relation to keeping children and young people safe from abuse and neglect through application of the EA Code of Conduct and EA Member Protection Policy. Our EA Code of Conduct and EA Member Protection Policy, which are approved and endorsed from the highest levels of our organisation that outlines our expectations for behaviour towards children and young people. Our staff and volunteers are given a copy of and have access to the EA Code of Conduct and EA Member Protection Policy.

We minimise the likelihood of recruiting a person who is unsuitable

We have appropriate measures in place to minimise the likelihood that we will recruit staff or volunteers who are unsuitable to work / volunteer with children or young people. We have recruitment procedures that ensure:

- our child safe commitment is communicated to potential applicants for positions
- face-to-face interviews are held which includes child safety related questions
- two professional reference checks are undertaken
- screening checks are undertaken

Training is part of our commitment

We provide all new staff and volunteers with information about our commitment to keep children safe including our policy, EA Code of Conduct and EA Member Protection Policy. We support ongoing education and training for our staff and volunteers to ensure child safe information is provided in an ongoing way.

Our State Branches ensure that our staff and volunteers have up to date information relevant to specific legislation applying in the state or territory they are based in or where they may travel to as a part of their duties.

We encourage the involvement of children, young people and their parents

We involve and communicate with children and young people, and their families in developing a safe, inclusive and supportive environment. We provide information to children and their carers (such as brochures, posters, handbooks, guidelines) about:

- our commitment to keeping children safe and communicating their rights
- the behaviour we expect of our staff and volunteers and of themselves
- our policy about responding to child abuse

We have processes for encouraging two-way communication with children and families. We seek their feedback and have a process for responding. We respect diversity and seek to facilitate effective communication and involvement.

Our staff and volunteers understand their responsibility for reporting child abuse

Our policy for responding to child abuse is approved and endorsed from the highest levels of our organisation, and applies to all our staff and volunteers. The policy states that:

- staff and volunteers must immediately report abuse or neglect and any concerns with policies, practices or the behaviour of staff and volunteers.
- staff and volunteers must meet any legislated mandatory or other jurisdictional reporting requirements
- failure to report is serious misconduct

Our staff and volunteers have access to the policy and understand the implications of the policy for their role. We document any allegation, disclosure or concern regarding child abuse and monitor responses to all allegations, disclosures or concerns.

We maintain and improve our policies and practices

We are committed to maintaining and improving our policies, procedures and practices to keep children and young people safe from neglect and abuse.

We monitor our staff and volunteers and external providers to ensure appropriate practice and behaviour, and policies are followed. We communicate with our staff and volunteers to ensure that they understand our policies and that the policies are effective in the work place. We require our staff and volunteers to disclose convictions or charges affecting their suitability to work with children and young people and we review police record and WWCC checks.

We have a procedure to undertake annual reviews, as part of our ongoing compliance with child safe requirements.