

THE GLIDING FEDERATION OF AUSTRALIA INC

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Child Protection Policy

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REVISION RECORD

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1 Purpose

To outline the Gliding Australia's policy framework for members, officials, coaches, parents and visitors in relation to Child Protection.

2 Scope

This Policy is one of a suite of Gliding Australia Member Protection Policies. This Policy applies to all members of the Gliding Federation of Australia, parents and guardians and affiliated organisations.

3 Policy statement

3.1 Principles

Gliding Australia is committed to the safety and wellbeing of all children and young people who participate in our sport or access our services. We support the rights of the child and will act without hesitation to ensure a child safe environment is maintained.

Every person and organisation bound by this Policy must always place the safety and welfare of children and youths above all other considerations other than aviation safety issues.

Child protection involves keeping children safe from abuse and protecting them from people who are unsuitable to work with children. Child protection in sport and recreation enables children to participate in activities that are an integral part of their culture without being exposed to individuals who can damage their development and, in some instances, take away their ability to enjoy the future.

Gliding Australia is committed to creating an environment where instructors, coaches, officials and parents/guardians are committed to acceptable practice and where clubs endeavour to ensure that children are safe from any form of abuse.

Gliding Australia acknowledges that our employees and volunteers provide a valuable contribution to the positive experiences of our juniors and aims to ensure this continues and to protect the safety and welfare of its junior participants.

3.2 Understanding Child Abuse

For the purpose of guidelines, a child is considered to be a person under 18 years of age.

Child abuse can take many forms. Children may be harmed by both verbal and physical actions. They may also be harmed by people failing to provide them with basic care.

Child abuse could include:

- Sexual abuse/sexual misconduct
 - any sexual act
 - or sexual threat imposed on a child, including suggestive behaviour and inappropriate touching
- Physical abuse
 - non-accidental injury and/or physical harm to a child caused by a parent, care-giver, member or another person responsible for the child
- Emotional abuse
 - behaviours that may psychologically harm a child, including severe verbal abuse and threats of abuse or excessive and unreasonable demands
- Neglect
 - where a child is harmed by the failure to provide the child with the basic physical and emotional necessities of life.
- Exploitation and Grooming
 - use of power, (physical, financial or emotional) over a child or young person, or a false identity, to sexually or emotionally abuse or intimidate them.
 - exploitation in person or online, and sometimes the child or young person may not even realise they are a victim
 - inappropriate relationships- the offender uses their power over the young person to coerce, intimidate and continue the abuse
 - Engaging in predatory grooming conduct to prepare a child or young person for sexual activity at a later time through gift giving, making close physical contact, threatening

behaviour including humiliation, force or use of authority, using drugs, and contact or intimidation by phone, internet and social media use

All forms of child abuse must be avoided and addressed.

3.3 Understanding Child Protection

Child protection involves keeping children safe from abuse and protecting them from people who are unsuitable to work with children. More specifically, child protection involves protecting children from the risk of harm caused by sexual abuse or misconduct, physical abuse, emotional abuse or neglect.

This can be achieved by:

- Completing the Working with Children Check for those fulfilling roles with children. This is a legal requirement
- Making a firm commitment to child protection that is understood and supported across gliding clubs by officials, coaches, children and parents/guardians
- Club posters and information readily available in clubhouses and on the Gliding Australia website
- Providing a safe, open and honest environment that protects children as well as the people working with children
- Creating an awareness of the risk of child abuse and openly discussing the need for child protection and how this can be achieved
- Identifying and managing the risks to children in clubs
- Adopting policies and practices that minimise the risk of child abuse such as adopting a Code of Conduct and ensuring all members, officials, parents and pilots are aware of what is acceptable and unacceptable behaviour
- Swiftly and appropriately responding to any incident of suspected child abuse observed or raised. This can involve a personal as well as an organisational response.

In Australia, [state and territory governments](#) are responsible for the administration and operation of child protection services. Legislative acts in each state and territory govern the way such services are provided.

The following measures will be used to achieve this:

3.3.1 Working with children checks

Normal gliding activities that include young pilots generally involve groups of members and instructors, coaches, ground staff, etc and are rarely 'unsupervised', therefore normal awareness and precautions applicable to the broader community are applicable.

Where required by the applicable child protection laws and regulations of the relevant State or Territory and where Members have unsupervised contact/responsibility for young people over extended periods or are responsible for overnight supervision, they must have completed working with children checks/criminal history assessments relevant for their state (refer to relevant state requirements) to the satisfaction of the Gliding Australia. This could include instructors and ground staff running gliding courses for members under 18yo where parents or guardian are not present.

The club must identify members performing activities with this level of unsupervised responsibility and ensure that the appropriate working with children assessment is conducted and records retained, otherwise these activities should not take place. Refer to the Appendix A of this Policy

https://www.nationalcrimecheck.com.au/resources/working_with_children_checks_in_australia

3.3.2 Risk analysis

Clubs who regularly have members or guests younger than 18yo should assess how child-safe the operation is and identify steps to minimise and prevent the risk of harm to children because of the actions of an employee, volunteer or another person. This should be included in the Club Safety Plan. This assessment should clearly identify roles within the club where a Working with Children check is required.

3.3.3 Promote codes of conduct

We will promote our codes of behaviour that clearly define professional boundaries, ethical behaviour and unacceptable behaviour when our members deal and interact with all members

including children involved in our sport. Ways the policy will be promoted is through various training programs, the Gliding Australia website and posters.

3.3.4 Checks for Employees, Volunteers and Members

Gliding Australia requires all reasonable steps be taken to ensure that it engages the most suitable and appropriate people to work with children in positions that involve regular unsupervised contact. This may be achieved using a range of screening measures.

Where required by law, working with children checks/criminal history assessments are conducted for employees, members and volunteers working with children.

Support and training for volunteers, members and employees is required when working with children, or their records, such that their performance is developed and enhanced to promote the establishment and maintenance of a child-safe environment. Programs such as *Play by the Rules* will be promoted to clubs, and records of attendance uploaded to member profiles.

3.3.5 Participation

Gliding Australia will empower children and young members in decision making processes and promote their participation in the development of the sport. Providing opportunities for our juniors to contribute to and provide feedback on our program development and maintaining child-safe environments is essential.

3.3.6 Report and respond appropriately to suspected abuse and neglect

Respective State laws detail responsibilities of employees, volunteers and members if there is suspicion on reasonable grounds that a child has been or is being abused or neglected. Members are expected to identify and respond appropriately to children at risk of harm.

Further, if any person believes that another person or organisation bound by this Policy is acting inappropriately towards a child, or is in breach of this Policy, he or she may make an internal complaint. (Refer to the "[Gliding Australia Complaints Procedure](#)") or refer the matter to 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. Our procedures for handling allegations of child abuse are outlined in the "Gliding Australia Complaints Procedure".

3.3.7 Taking Images of Children

Gliding Australia requires that individuals and associations, clubs and other affiliated organisations, wherever possible, obtain permission from a child's parent/guardian before taking an image of a child that is not their own and ensure that the parent knows the way the image will be used.

If Gliding Australia uses an image of a child, it will not name or identify the child and will not publish any personal details without consent from the parent/guardian and the child.

We will only use appropriate images of a child, relevant to our sport and ensure that the child is suitably clothed in a manner that promotes the sport, displays its successes etc.

4 Government Legislation

Each state and territory have different legislation and time periods for which the check is valid, and varied procedures for renewal. State Government Legislation links include:

New South Wales	Child Protection and Wellbeing
Victoria / Tasmania	Dept of Health & Human Services Child Protection https://www.vicsport.com.au/child-safe-standards/
Queensland	Child Protection Act 1999
South Australia	Children's Protection Act (Section 8B)

Western Australia	Dept of Communities, Child Protection and Family Support
Federal Government Guidelines	https://aifs.gov.au/cfca/publications/australian-child-protection-legislation

5 Gliding Australia Child Protection Minimum Requirements

Members should be aware that state and territory child protection requirements may apply to individuals and organisations originating outside of the relevant state. For example, a coach travelling from Queensland to undertake activities involving children in Victoria must comply with Victorian legislation. This may not involve having to complete a full check as some states and territories have provision for an exemption for short term visitors. A check of the requirements in each case will be necessary.

Some clubs may require Working with Children checks – always check if changing or flying at other clubs.

If a working with children check is required by Gliding Australia or a club then the person must complete the check if they wish to perform that role. A person must supply evidence that they have completed a check to their club. Clubs are responsible for verifying the working with children check has been completed, and the credentials uploaded to the Gliding Australia's members' profiles.

The club will notify the person if they are unable to work with children as a consequence of the check and also notify the Gliding Australia Member Protection Information Officer.

If Instructors or coaches are training at another club or organised event that involves children including young people under 18, the event organisers shall ensure that all trainers hold a Working with Children check.

Offences may apply in the relevant state or territory for failing to undertake or verify a working with children check or for breaching provisions of the applicable legislation.

Gliding Australia and clubs will not engage any person who does not provide a clear working with children check where the role requires it.

Please note that the state specific child protection legislation and regulations apply despite the terms of or absence of any Member Protection Policy.

As part of Gliding Australia's commitment to protecting the safety and welfare of children and young people involved in Gliding Australia activities, Gliding Australia requires the following measures to be met.

- a. Provide opportunities for juniors to contribute to and provide feedback on program development;
- b. Provide education and/or information on child abuse and child protection to those involved in our sport such as coaches, juniors, parents and officials; and
- c. Where Working with Children checks are applicable, all clubs must meet the requirements in the relevant state or territory
- d. All persons who are involved with children undertake a working with children check where applicable, are provided with education and information, and undertake training

5.1 Obligations of Clubs and Other Organisations

Clubs shall maintain a list of those members who require Working with Children checks and maintain a list of current checks. Any instructor or coach who does not have a current valid check is not permitted to instruct or coach. It is suggested that currency of working with children checks is carried out at the time of the annual instructor and coach returns. Members' Working with Children evidence shall be loaded to the Gliding Australia member's profile.

5.2 Breaches of Policy, Complaints and Discipline

It is a breach of this Policy for any person or organisation to which this Policy applies to:

- a) Do anything contrary to or breach any part of this Policy;
- b) Bring the sport and/or the Gliding Australia into disrepute;
- c) Victimise another person for reporting a complaint;

- d) Disclose to any unauthorised person or organisation any Gliding Australia information that is of a private, confidential or privileged nature except as required by law;
- e) Make a complaint they knew to be untrue, vexatious, malicious, frivolous or improper;
- f) Fail to comply with a penalty imposed after a finding that the individual or organisation has breached this Policy;
- g) Fail to comply with a lawful and reasonable direction given to the individual or organisation during the discipline process.

(This list is non-exhaustive).

5.3 Complaints

Members and relevant officers are referred to **Gliding Australia Complaints Procedure** which provides an explanation of how you can report a breach or make a complaint under this Policy and the discipline outcomes that may eventuate and is to be taken in conjunction with this Policy.

6 Terms and Abbreviations

Child Abuse	is a form of harassment and includes physical abuse, emotional abuse, sexual abuse, neglect, and abuse of power. Examples of abusive behaviour include bullying, humiliation, verbal abuse and insults.
Child Protection	involves keeping children safe from abuse and protecting them from people who are unsuitable to work with children. More specifically, child protection involves protecting children from the risk of harm caused by sexual abuse or misconduct, physical abuse, emotional abuse or neglect.
Affiliated club	means any group of Members of the GFA or other organisation, formed for the purpose of conducting gliding operations or activities associated therewith and accepted as a club by the region to which the club is affiliated.
Working with Children checks	Where required by the applicable child protection laws and regulations of the relevant State or Territory and where Members have unsupervised contact/responsibility for young people over extended periods or are responsible for overnight supervision, they must have completed working with children checks/criminal history assessments relevant for their state
Complaint	means a complaint made under this Policy or an allegation of breach of this Policy.
Harassment	is any type of unwelcome behaviour which has the effect of offending, humiliating or intimidating the person harassed. Unlawful harassment can be based on any of the personal characteristics covered by anti-discrimination law, such as a person's race, sex, pregnancy, marital status or sexual orientation (see the list under "Discrimination").
Member	means a natural person or organisation (such as clubs, state associations, other affiliated associations and the national body) that holds any form of membership with the GFA.
Member protection	is a term used by the Australian sport industry to describe the practices and procedures that protect members – both individual

	members such as players, instructors, coaches and officials, and the member organisations.
Victimisation	means subjecting a person or threatening to subject a person to any detriment or unfair treatment because that person has or intends to pursue their rights to make a complaint under government legislation (e.g. anti-discrimination) or under this Policy, or for giving information or evidence in connection to complaint.
Vilification	involves a person or organisation doing public acts to incite hatred towards, serious contempt for, or severe ridicule of a person or group of persons having any of the attributes or characteristics within the meaning of discrimination. Public acts that may amount to vilification include any form of communication to the public and any conduct observable by the public