

AusCycling

Child Safeguarding: Creating a child safe club and managing incidents

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(Director of Safe Sport Solutions)

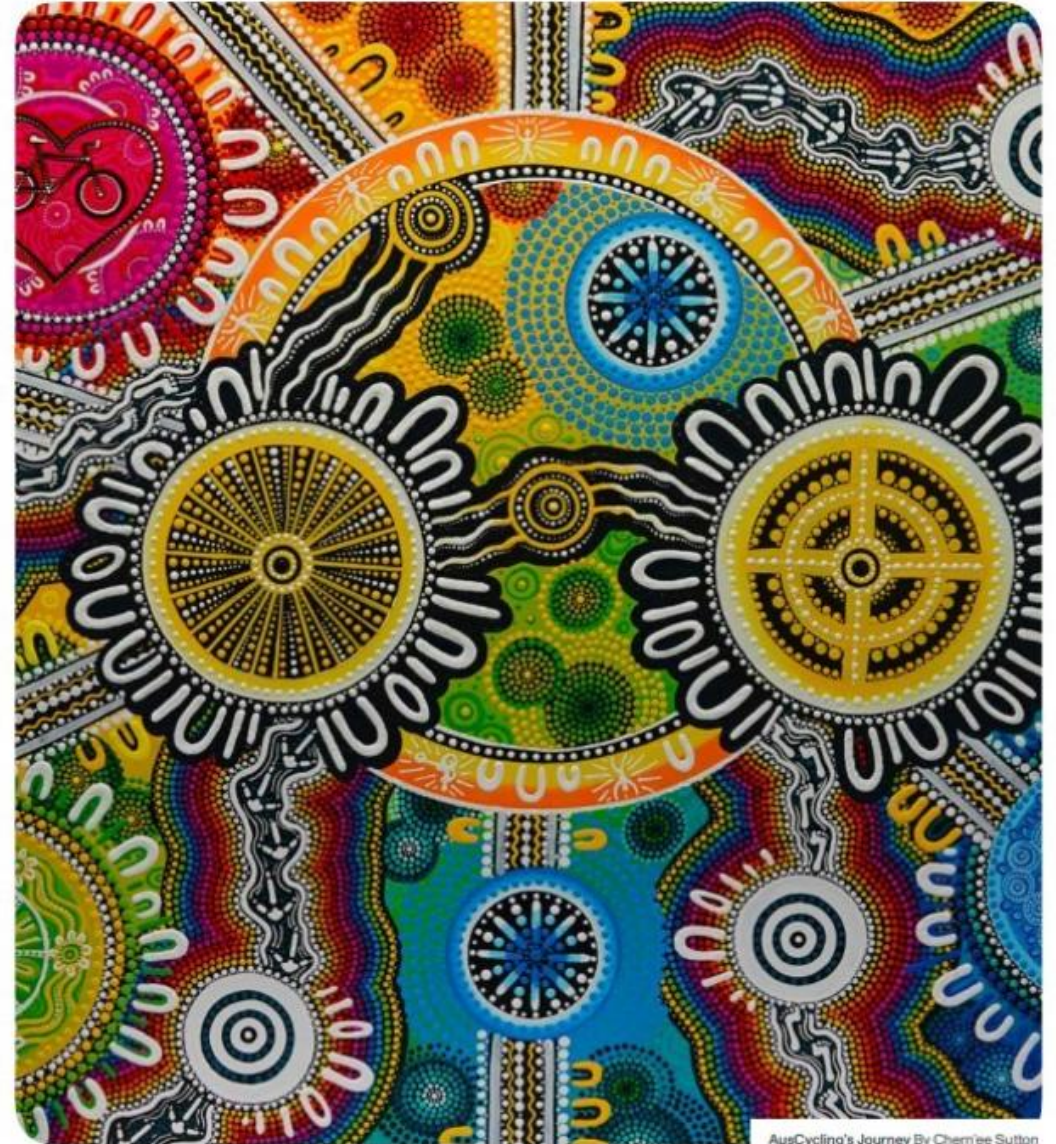


Acknowledgement to Country

AusCycling acknowledges the Traditional Owners of the lands on which we meet

We recognise and celebrate their spiritual and ongoing connection to culture and Country.

We pay our respects to the Elders past present and emerging who hold the memories, the traditions, the culture and hope of First Nations people



AusCycling's Journey By Chem'ee Sutton

Content Warning



Call 1300 22 4636



Call 13 11 14 >
24/7 Crisis Support



1800 55 1800

Mental Health Line
1800 011 511 

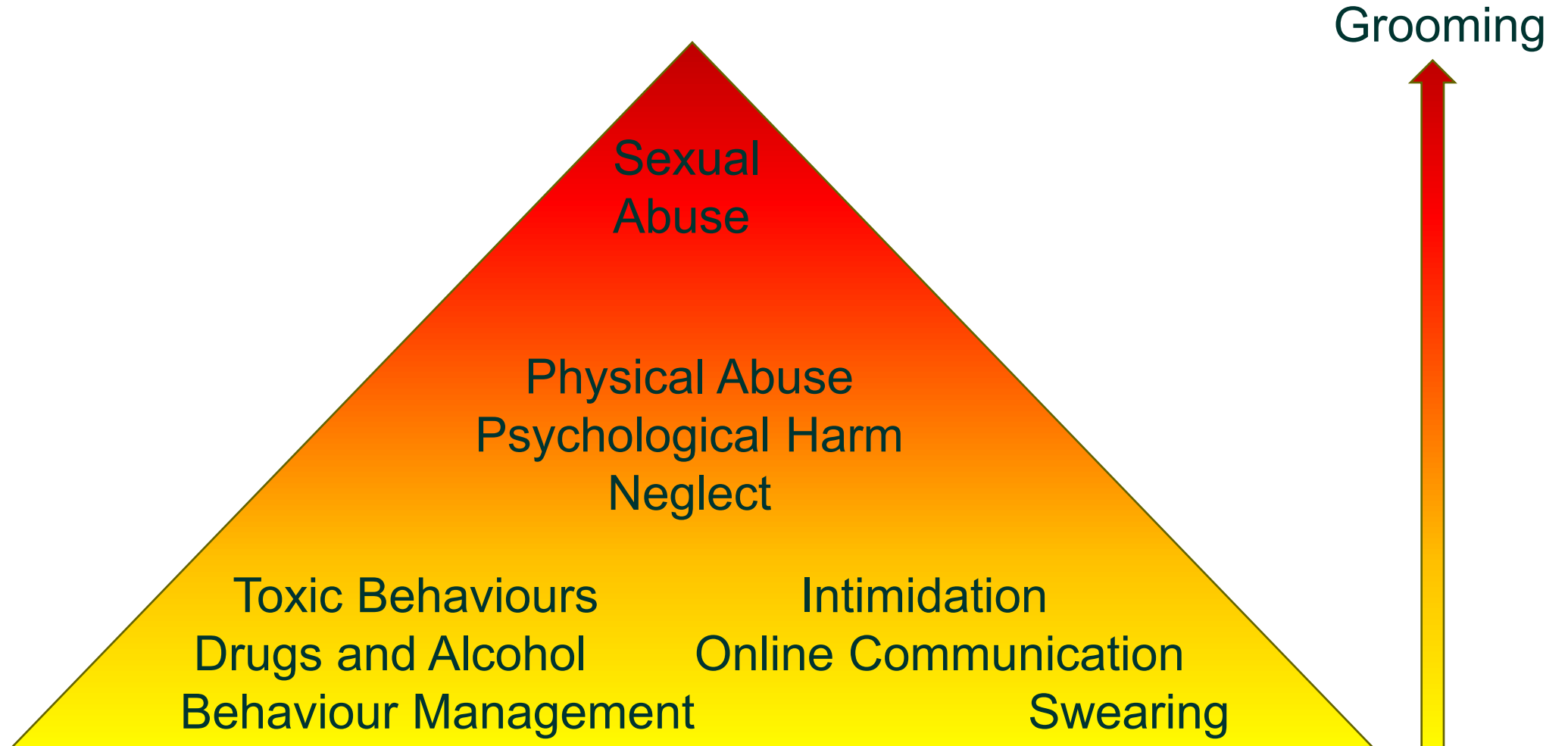


Agenda

- What is Safeguarding?
- Creating a Child Safe Club
 - Effective Policy Use
 - Recruitment and Induction
 - Empowering children and families
- Incident Management
 - Encouraging Reporting
 - Handling a Disclosure
 - Making Reports

What is Safeguarding?

Safeguarding focuses on preventing child abuse in sport



Your safeguarding obligations

Why should you do safeguarding?

- Effective safeguarding helps protect your club from reputational damage.
- Effective safeguarding helps protect not only children but also adults.
- Managing a safeguarding matter is much more stressful than implementing prevention measures.
- Safeguarding offers a very real point of difference for your club and can generate increased participation and retention.

Why must you do safeguarding?

- AusCycling has joined the National Integrity Framework, and so safeguarding matters may be reported to the Federal Government.
- Your state's WWCC is a legal requirement.
- The 10 Child Safe Standards /Principles are a legal requirement in most states and territories.
- There can be legal consequences for failing to report a reasonable suspicion of child abuse.

Creating a child safe club

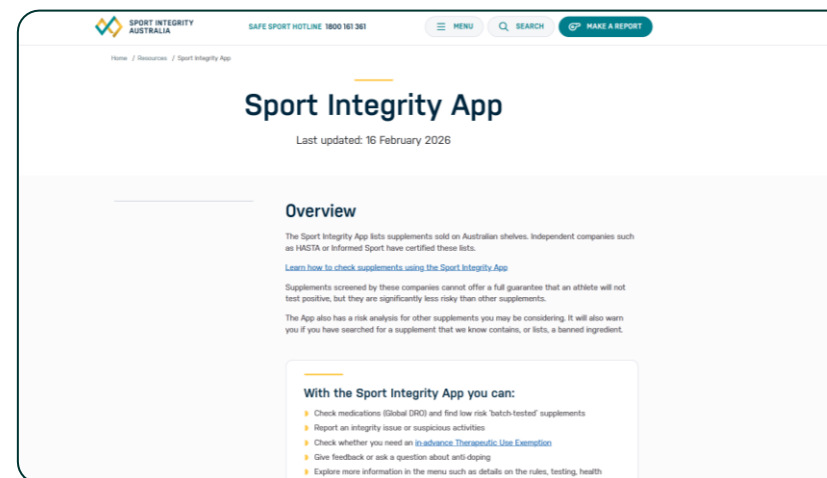
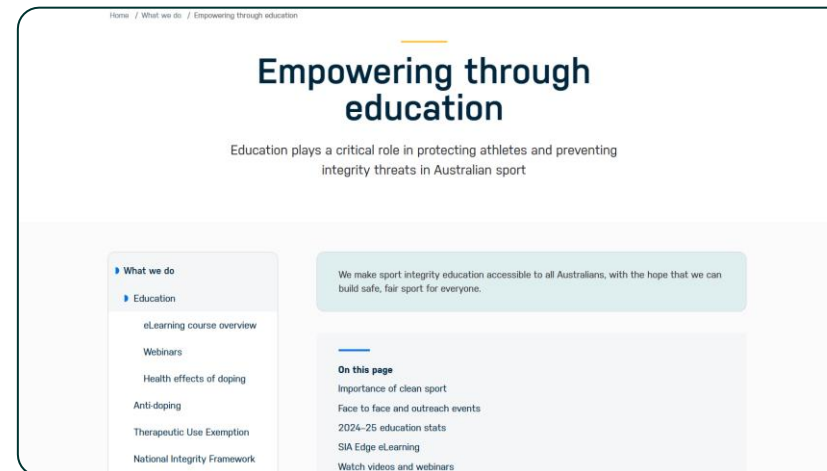


A national approach to safeguarding

Sport Integrity Australia not only oversee Safeguarding in Australian sport, but also anti-doping and competition manipulation.

They have apps, resources, and education to support clubs, coaches and athletes.

As AusCycling has signed up to the National Integrity Framework, Sport Integrity Australia oversees investigations into serious cases of child safeguarding breaches.



A national approach to safeguarding

NATIONAL INTEGRITY FRAMEWORK

AusCycling Safeguarding Children and Young People Policy

Commencement date: 2 February 2024

Policy to be reviewed by Sport Integrity Australia
July 2025



Auscycling and Sport Integrity Australia have co-developed your National Safeguarding Policy that supports clubs.

AusCycling's Safeguarding Children and Young People Policy will take care of the majority of your policy needs.

You need to be promoting and using it.

A 10 Child Safe Principles/Standards



NSW Office of the Children's Guardian Child Safe Standards Graphic.

A legal requirement in many states and territories.

A comprehensive approach to child safety.

The National Policy will take care of most of your requirements.

A 10 Child Safe Principles/Standards



A legal requirement in many states and territories.

A comprehensive approach to child safety.

The National Policy will take care of most of your requirements.

Scenario 1

- Andy is a Strength and Conditioning coach. He identifies a young cyclist as a high potential athlete and initiates extra training sessions
- Andy works alone with the child so that there are no distractions and he can tailor workouts to the child's needs
- Andy can't access club resources outside of regular hours and doesn't want to create more work for his managers, so he trains the child at his home. You appreciate that he is giving up a lot of his own time to help

Scenario 1

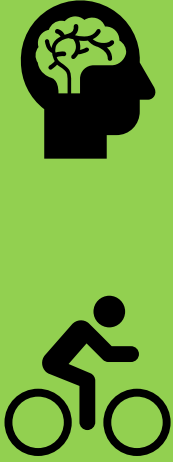
- Andy is a Strength and Conditioning coach. He identifies a young cyclist as a high potential athlete and initiates extra training sessions
- Andy works alone with the child, ensuring that there are no distractions. He can tailor workouts to the child's needs
- Andy can't access club facilities outside of regular hours and doesn't want to create more work for the managers, so he trains the child at his home. You appreciate that he is giving up a lot of his own time to help a talented child succeed.

**To the outside observer,
these two scenarios are
indistinguishable**

Scenario 2

- Andy is a Strength and Conditioning coach. He tells the parents that their young cyclist would benefit from targeted training. He is keen to work with the child outside of regular hours so that he can train them.
- Andy chooses times and places where there will be no supervision or contact with the child.
- As these sessions are not officially approved by the club, Andy uses his social media to contact the child.
- Andy is not only grooming the child; he is grooming the parents and manipulating the club.





Creating a Child Safe Club: Recruitment



Recruitment

Recruitment can be challenging in the volunteer space

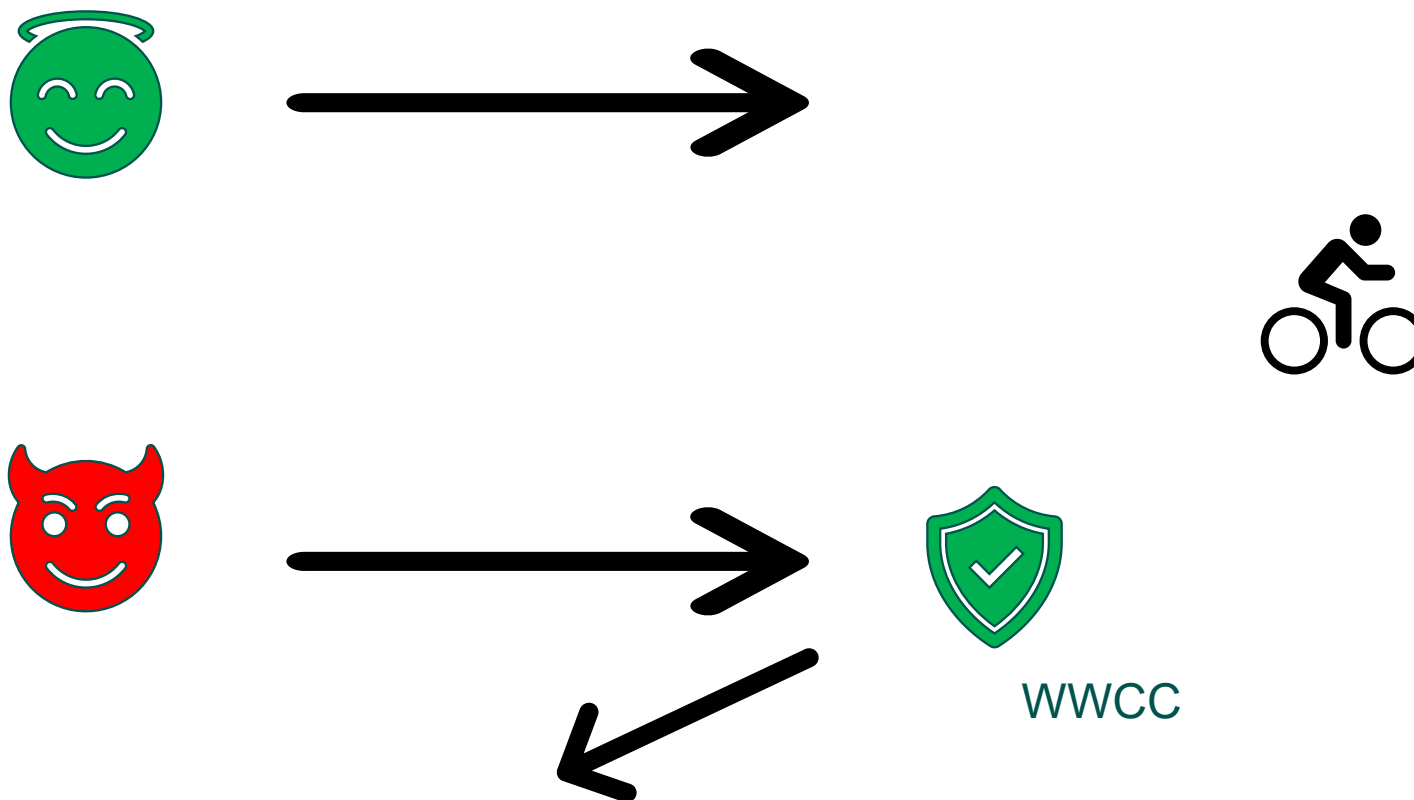
- We're desperate
- We don't have HR
- We don't have time to do formal interview processes
- Isn't the WWCC enough?



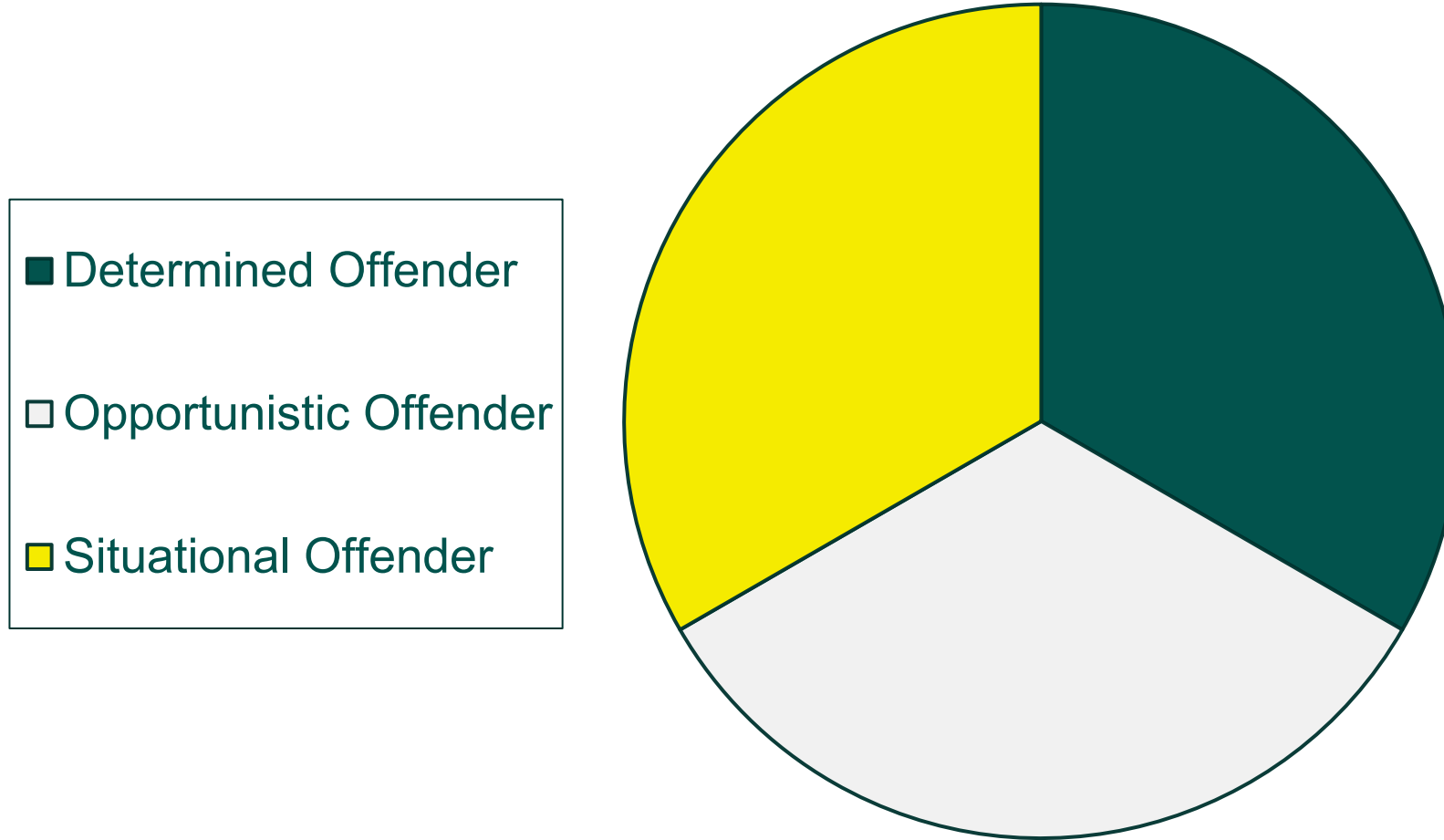
Child safe recruitment: an oversimplification



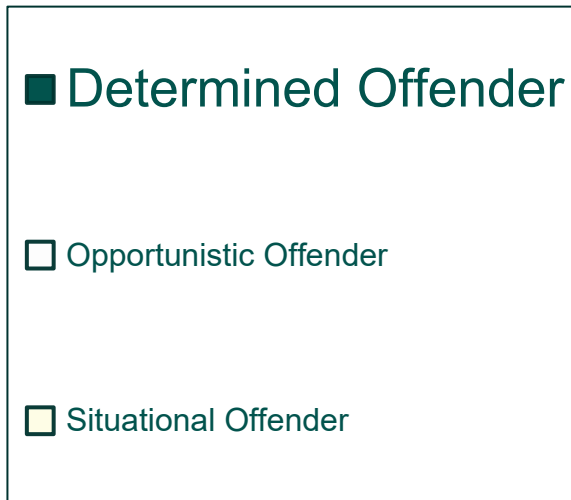
Child safe recruitment: an oversimplification



Child safe recruitment: offender profiles



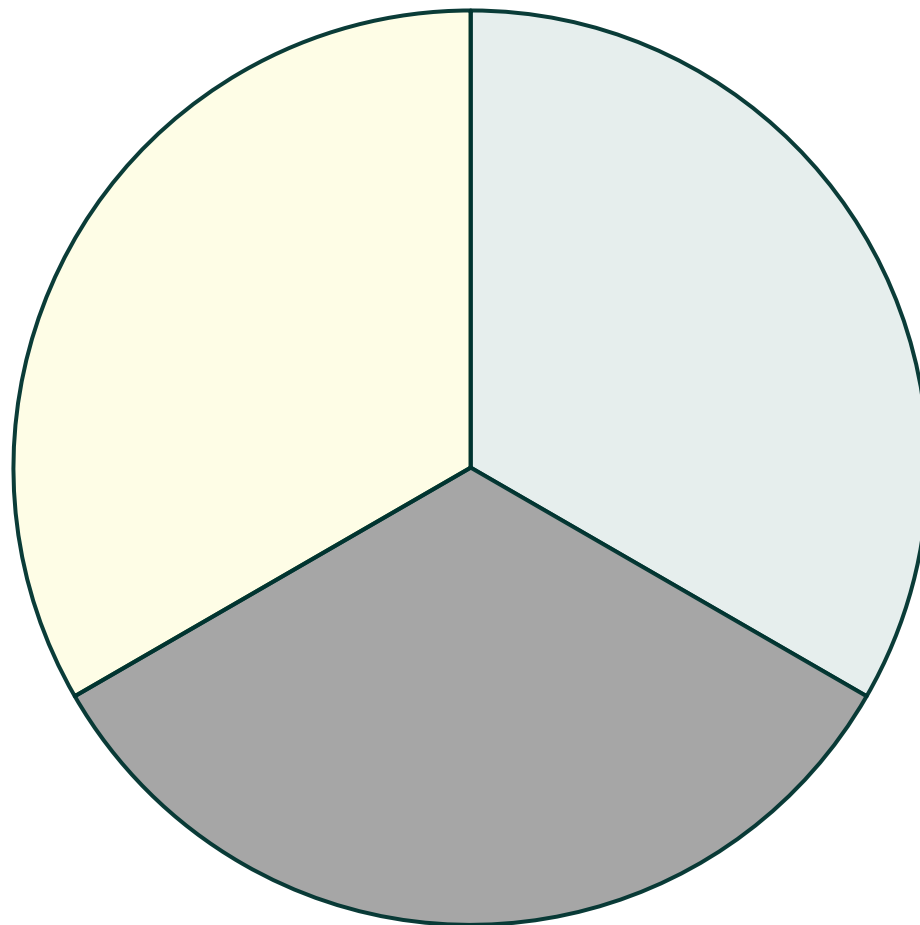
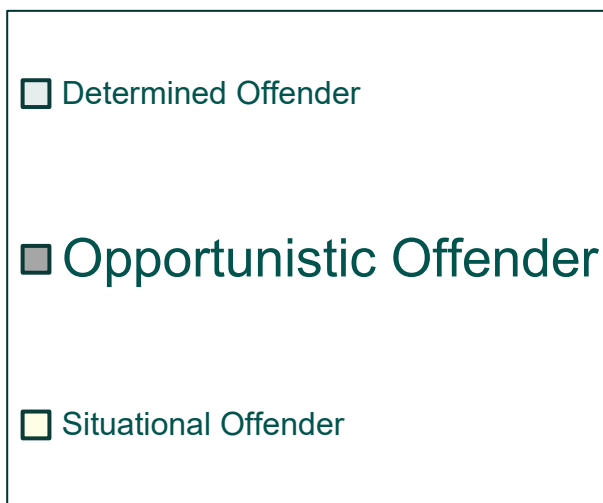
Child safe recruitment: determined offenders



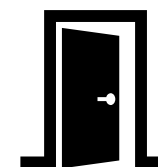
- Attracted to children and engineer chances to offend.
- Typically have no criminal history.
- Present as an upstanding citizen.
- Applying to gain access to children.



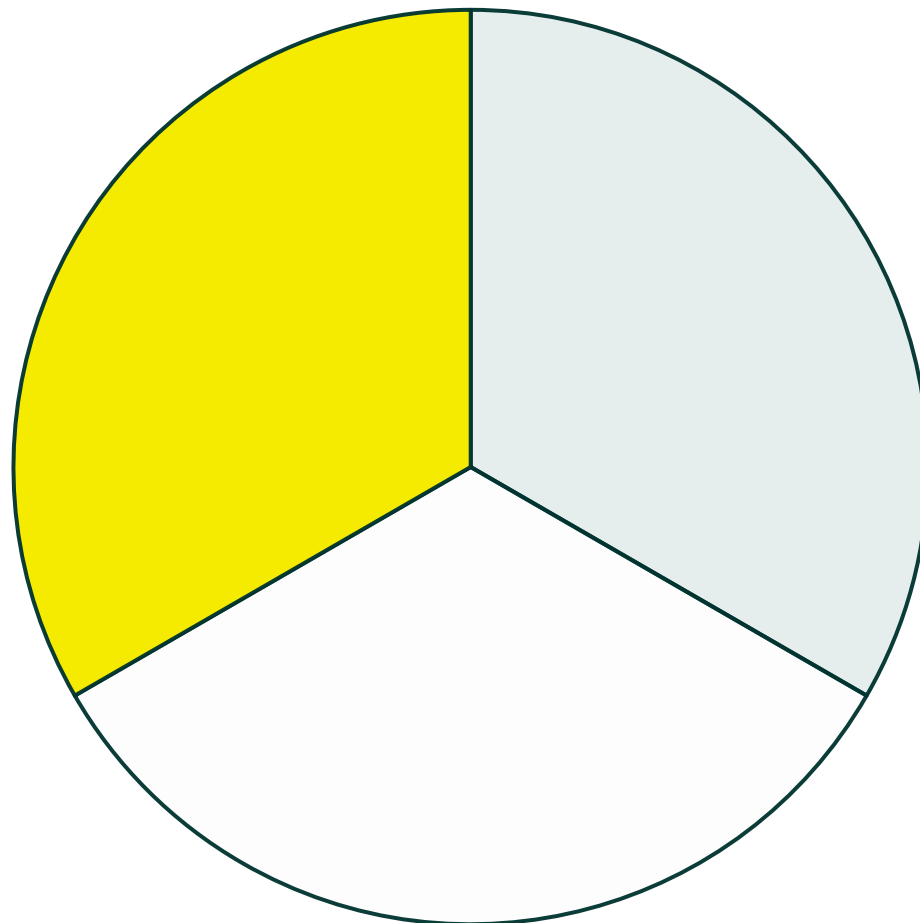
Child **safe** recruitment: opportunistic offenders



- Aren't attracted to children in general.
- Often have non-child-related criminal history.
- Have low impulse control and don't respect rules.
- Prone to poor judgement, put themselves in risky situations and can't resist an opportunity to offend



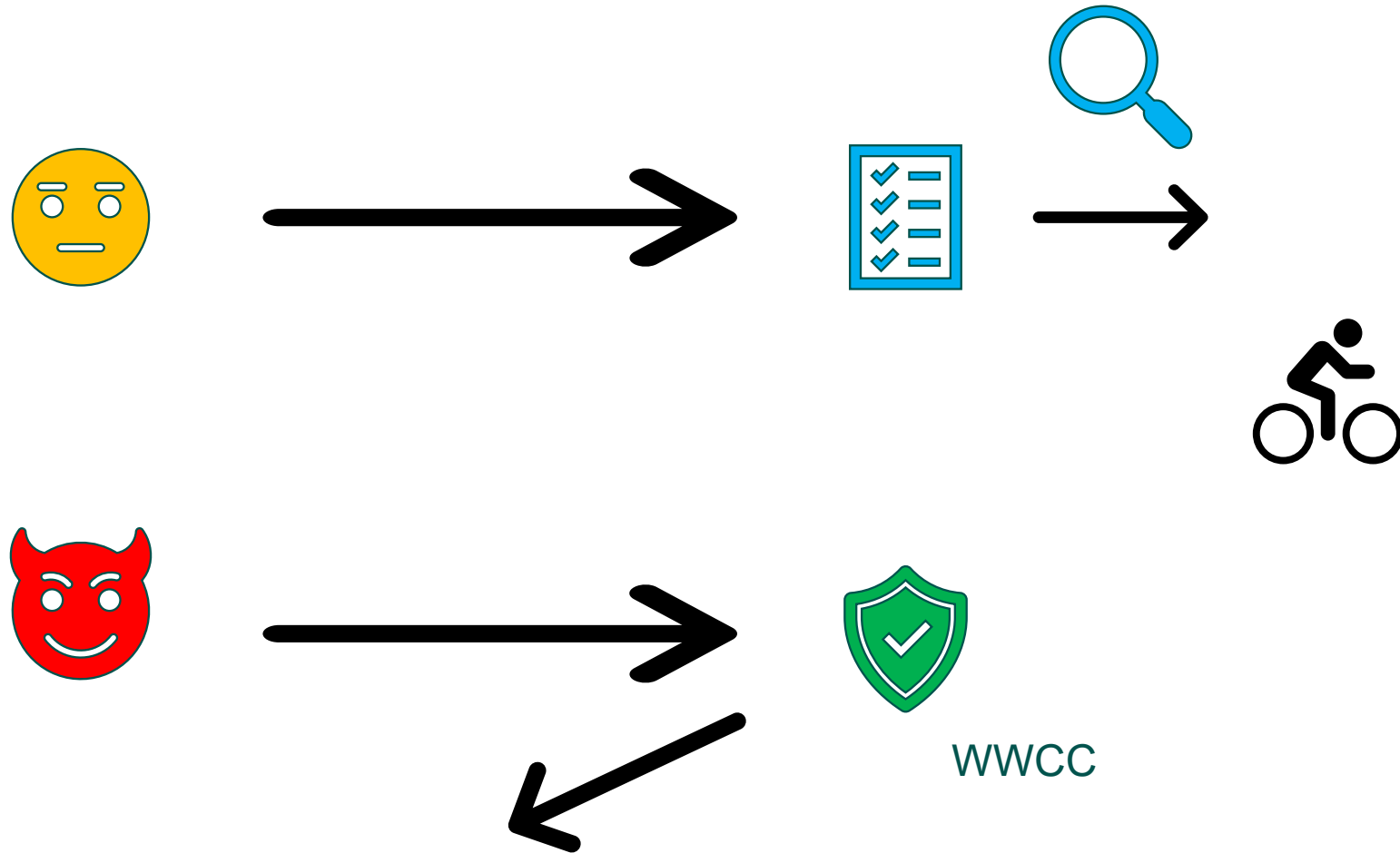
Child safe recruitment: situational offenders



- Aren't attracted to children in general.
- External factors motivate their offending:
- Relationship breakdown, loss of employment, alcohol or drug addiction, financial hardship...



Child safe recruitment: the reality



Creating a child safe club: Engaging children and families

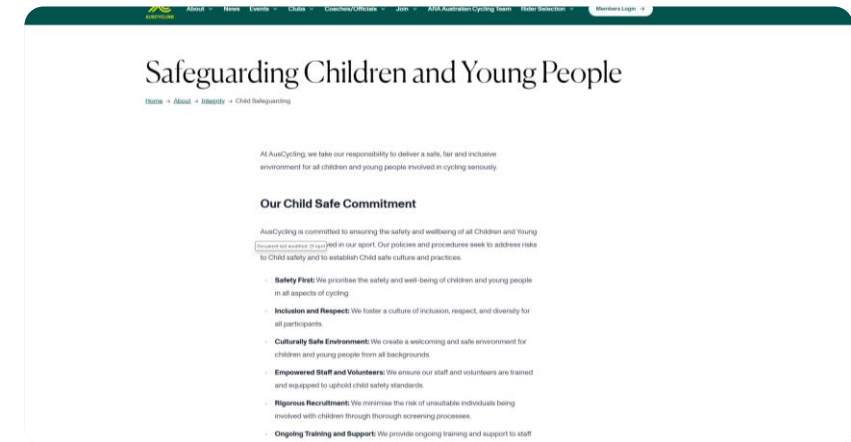


Promoting Policies

Link to AusCycling's policies – that way you can be sure they are up to date.

Promote them on your website, socials and provide physical copies.

These policies are for all your members, not just volunteers and staff. Families and children should be aware that there are rules.



NATIONAL INTEGRITY FRAMEWORK

AusCycling Safeguarding Children and Young People Policy

Trust needs to be earned

Tell me about the worst thing that has ever happened to you.

Tell me about the thing you feel most guilty or ashamed about.

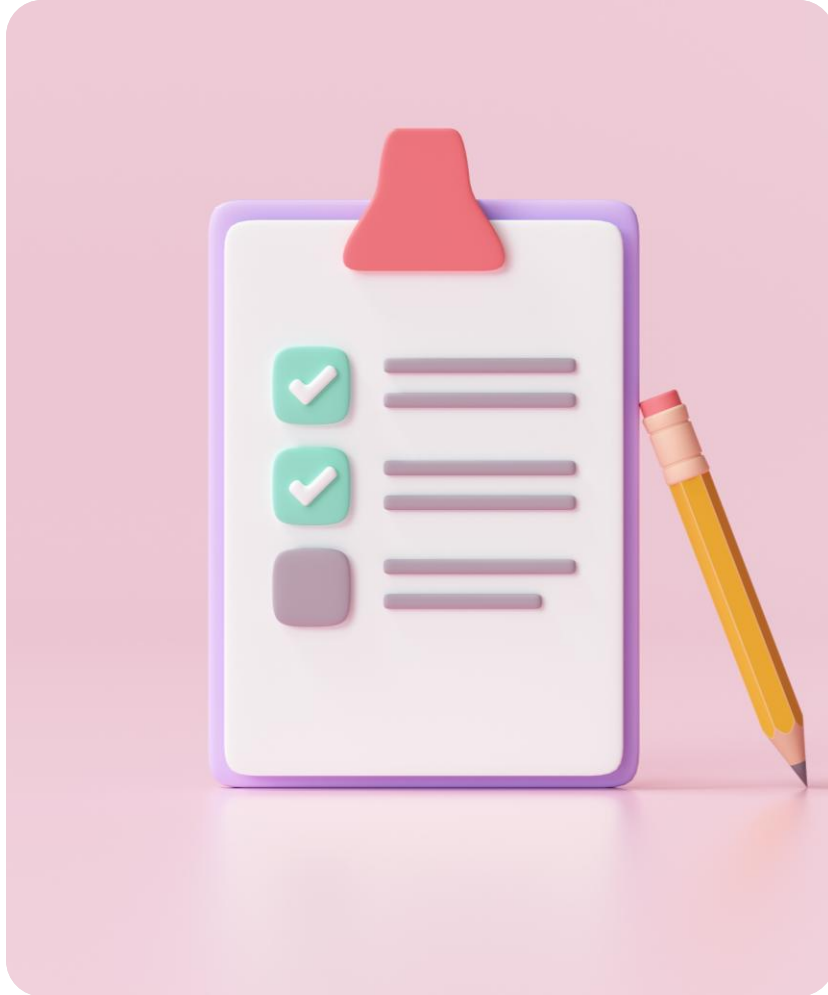
Tell me a time where the person you trusted most betrayed you.

It takes a high level of trust to open up to someone about these topics.

We are not social workers or counsellors - our expertise is in delivering sport programs. But we can create a safe environment where children may open up and we can get them the help they need if they do.



Club Survey



- Running surveys that include child safeguarding questions sends a powerful message to club members – *“we care about safety and want to know if you have concerns.”*
- You may hear about issues that don’t reach the level of a formal complaint, but you’ll be glad to sort it out before it escalates.
- This can be useful for grant applications – attach data captured that includes the voice of children.
- We have developed surveys for you to use
- Demographic information – only use if you can ask it while maintaining respondent anonymity.
- Not just child safe questions, but also includes general satisfaction, fundraising questions, and expression of interest for volunteers.
- There is a section for children to fill in (with assistance from their parents if required).

Incident management



Why we need to be prepared to handle an incident?



“We’ve never had an incident”

“We know all of our volunteers”

“Everyone gets a Working With Children Check so we’re safe”

6 months later... *“What do we need to do?
Something happened last week...”*

Promoting reporting at your club

We want you to feel safe

If you feel uncomfortable or unsafe, contact the AusCycling Integrity team using the QR Code



Scan the QR Code to access the AusCycling Integrity Portal




AUSCYCLING



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Child Safeguarding Poster: Reporting

- QR Code to report issues to AusCycling Integrity.
- Displaying this poster sends a clear message – we follow the rules at this club.
- Along with promoting AusCycling Integrity, you should also be encouraging members to speak to the club if they have concerns.

Receiving a disclosure of abuse



Relocate to an appropriate time and place. Privacy, but still open to surveillance.

If you are speaking to a child:

- Ensure you aren't "alone" with the child.
- Reassure the child that you are doing the right thing to do.
- Don't ask the child to stop abuse or keep a secret, but tell them you can help.

Take it seriously, even if you believe/know that they aren't serious.

- Your task isn't to conduct an investigation. It is to get enough information for next steps:
- Is this an emergency situation? - 000
- Is this criminal? - Police
- Are there other child protection agencies that need to be notified?
- Is this a matter that I should report to AusCycling?

Responding to an incident – short, medium and long term

In the short term:

- Ensure that all necessary reports have been made.
- Seek out support if you are unsure what to do.
- Look to return to normal, safe operations.

In the medium term:

- Cooperate with any investigations.
- Manage the situation with sensitivity and ensure you maintain procedural fairness for the alleged offender and alleged victim.
- Ensure that any risks are effectively managed, such as suspending the alleged perpetrator or moving them to a non-child-related role if needed.
- You may not be informed of the outcome of your reports.

In the longer term:

- Review how the situation occurred, and ways that it could be prevented in the future.

Thank you

If you believe you need to make a report or have concerns about a child's wellbeing, you can contact integrity@auscycling.org.au for guidance

