



Supported by the



# New South Wales Underwater Hockey Inc. Child Protection Policy

The A.U.F. is the administrative body for the World Underwater Federation (C.M.A.S.)

The N.C.A.S. (National Coaching Accreditation Scheme)

"The Australian Government through the Australian Sports Commission recognises the A.U.F. to develop Underwater Sports in Australia"

The A.U.F. is a "Recognized Body" of the Australian Olympic Committee Inc.

The A.U.F. is a member of N.S.W. Olympic Committee

A.U.F. N.S.W. is "supported by Sport & Recreation a division of Department of Education and Communities"



Office of  
Communities  
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"Bringing sport, conservation and awareness to the underwater world"

## DATE

16/08/2017

*PLEASE NOTE, FOR THE PURPOSES OF THIS DOCUMENT THE TERM "CHILD" REFERS TO PEOPLE UNDER THE AGE OF 18 YEARS*

The New South Wales Underwater Hockey Inc. (NSWUWH) is committed to ensuring a safe environment for all of its members, including people less than 18 years of age. We commit to protecting the safety and welfare of children participating in our sport and acknowledge the positive influence that these people have on our sport, both as individuals and as a group.

The New South Wales Underwater Hockey Inc. declares that it has no tolerance for, and will aim to take action against, any of its members who are found to be involved in physical, sexually or emotionally abusing children members of the NSWUWH.

The NSWUWH will elect a Child Protection Officer (CPO) who will oversee issues relating to Child Protection within the NSWUWH.

NSWUWH requires all clubs within New South Wales to elect a Club CPO who will oversee implementation and administration of the NSWUWH Child Protection Policy.

Members of the NSWUWH must comply with the Australian Underwater Hockey Code of Conduct as dictated by the Australian Underwater Federation (AUF), particularly as it pertains to issues surrounding children (appendix 1).

All paid employees or volunteers who hold a child-related position within NSWUWH must submit a form to the NSW Inc. For Children and Young People for a Working with Children Check (WWCC) and meet the requirements of this check. The WWCC will be overseen by the NSWUWH CPO.

Employees or volunteers who must undergo screening are at the discretion of the CPO of that club and should include but not be limited to:

- All Child Protection Officers
- Coaches of teams that have members who are under 18 years of age
- Those who have direct unsupervised contact with children

## MANAGEMENT OF ALLEGATIONS:

In keeping with New South Wales law, anyone who suspects, on reasonable grounds, that a child or young person is at risk of being neglected or physically, sexually or emotionally abused, should report it to Community Services. Where this involves children associated with NSWUWH, New South Wales Underwater Hockey Inc. should be informed of this action (ideally through NSWUWH or the Club CPO).

Allegations will be overseen by the NSWUWH CPO in accordance with the AUF Policy for Confidential Record of Child Abuse Allegation (appendix 3).

**Appendix 1**

Australian Underwater Federation Codes of Conduct, *Australian Underwater Federation National Member Protection Policy Version 2, 21 March 2012*

AUF Member Protection Policy & Procedures National version 6 – March 2012

**PART B: CODES OF BEHAVIOUR**

- Operate within the rules and spirit of our sports, promoting fair play over winning at any cost.
- Encourage and support opportunities for people to learn appropriate behaviours and skills.
- Support opportunities for participation in all aspects of the sport.
- Treat each person as an individual.
- Display control and courtesy to all involved with the sport.
- Respect the rights and worth of every person regardless of their gender, ability, cultural background or religion.
- Respect the decisions of officials, coaches and administrators in the conduct of the sport.
- Wherever practical, avoid unaccompanied and unobserved one-on-one activity (when in a supervisory capacity or where a power imbalance will exist) with people under the age of 18 years.
- Adopt appropriate and responsible behaviour in all interactions.
- Adopt responsible behaviour in relation to alcohol and other drugs.
- Act with integrity and objectivity, and accept responsibility for your decisions and actions.
- Ensure your decisions and actions contribute to a safe environment.
- Ensure your decisions and actions contribute to a harassment free environment.
- Do not tolerate harmful or abusive behaviours.

**Athletes**

- Give your best at all times.
- Participate for your own enjoyment and benefit.

**Coaches**

- Place the safety and welfare of the athletes above all else.
- Help each person (athlete, official etc) reach their potential - respect the talent, developmental stage and goals of each person and compliment and encourage with positive and supportive feedback.
- Any physical contact with a person should be appropriate to the situation and necessary for the person's skill development.
- Be honest and do not allow your qualifications to be misrepresented.

**Officials**

- Place the safety and welfare of the athletes above all else.
- Be consistent and impartial when making decisions.
- Address unsporting behaviour and promote respect for all people.

**Administrators**

- Act honestly, in good faith and in the best interests of the sport as a whole.
- Ensure that any information acquired or advantage gained from the position is not used improperly.
- Conduct your responsibilities with due care, competence and diligence.
- Do not allow prejudice, conflict of interest or bias to affect your objectivity.

**Parents**

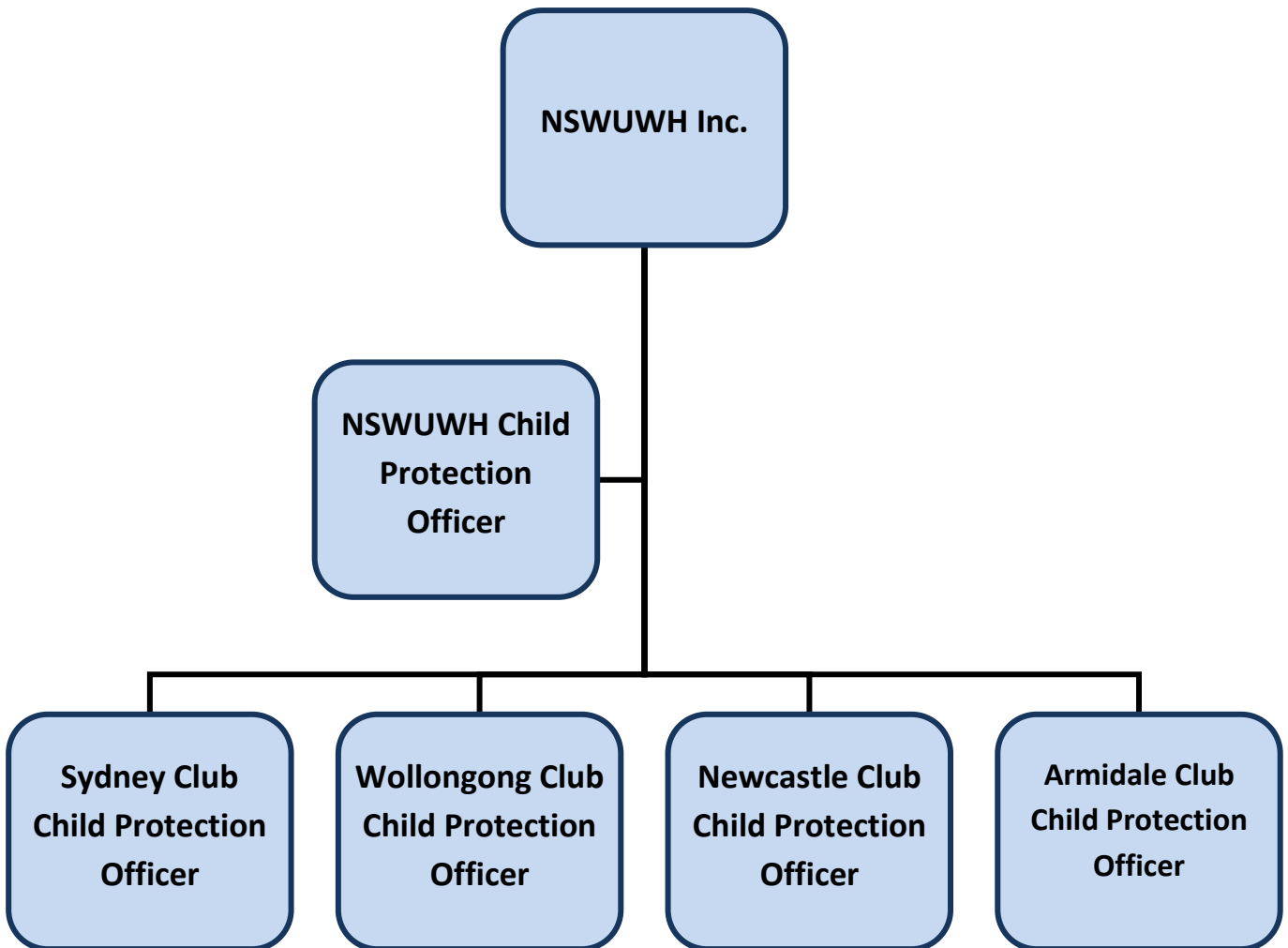
- Encourage children to participate and have fun.
- Focus on the child's effort and performance rather than winning or losing.
- Never ridicule or yell at a child for making a mistake or losing a competition.

**Spectators**

- Respect the performances and efforts of all people.
- Reject the use of violence in any form, whether it is by spectators, coaches, officials or athletes.

**Appendix 2**

Structure of the NSWUWH Child Protection Officers within NSWUWH



### Appendix 3

Australian Underwater Federation Confidential Record of Child Abuse Allegation, *Australian Underwater Federation National Member Protection Policy Version 2, 21 March 2012*

AUF Member Protection Policy & Procedures National version 6 – March 2012

#### Attachment E3: CONFIDENTIAL RECORD OF CHILD ABUSE ALLEGATION

Before completing, ensure the procedures outlined in attachment C4 have been followed and advice has been sought from the relevant government agency and/or police.

Complainant's Name (if other than the child)		Date Formal Complaint Received: / /
Role/status in sport		
Child's name		Age:
Child's address		
Person's reason for suspecting abuse (e.g. observation, injury, disclosure)		
Name of person complained about		
Role/status in sport	Administrator (volunteer) Athlete/player Coach/Assistant Coach Employee (paid) Official	Parent Spectator Support Personnel Other
Witnesses (if more than 3 witnesses, attach details to this form)	Name (1): Contact details: Name (2): Contact details: Name (3): Contact details:	
Interim action (if any) taken (to ensure child's safety and/or to support needs of person complained about)		
Police contacted	Who: When: Advice provided:	
Government agency contacted	Who: When: Advice provided:	

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CEO contacted	Who: When:
Police and/or government agency investigation	Finding:
Internal investigation (if any)	Finding:
Action taken	
Completed by	Name: Position: Signature: / /
Signed by	Complainant (if not a child)

This record and any notes must be kept in a confidential and safe place and provided to the relevant authorities (police and government) should they require them.