SLSA POLICY

6.04 Child Safe

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1 OUR COMMITMENT

Surf Life Saving Australia (**SLSA**) and its member organisations comprise an organisation involving children and young people (**CYP**). Surf Life Saving has a zero-tolerance policy to harm, abuse and/or neglect of a Child/Young Person in any form.

SLSA operates across Australia and engages CYP through our programs and activities. SLSA takes seriously its responsibility to deliver a safe, fair, and inclusive environment for CYP involved in Surf Lifesaving (**SLS**). SLSA promotes equity, respect, and diversity by:

- actively anticipating CYP's diverse circumstances and responding effectively to those with additional vulnerabilities;
- providing all CYP access to information, support, and reporting processes;
- empowering CYP by giving them a voice and encouraging them to speak up on decisions that affect them;
- creating a fun and positive environment for CYP to be involved in; and
- paying attention to the needs of Aboriginal and Torres Strait Islander CYP, CYP with a disability, CYP who identify as LGBTIQ and CYP from culturally and linguistically diverse backgrounds.

SLSA's Board endorses this commitment to keeping CYP safe from abuse and neglect.

Everyone in SLS, from Board to Executives to Staff and Volunteers, is responsible to:

- protect CYP from all forms of abuse, bullying and exploitation by our people;
- be alert to incidents of CYP abuse and neglect occurring outside of SLS that may have an impact on the CYP involved in our programs and activities;
- provide CYP with information, support, and reporting processes; 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.

All people within SLS, regardless of role or level of responsibility, must act to keep CYP safe from such harm. They do this by adopting the practices and behaviour SLSA has set as its standard when carrying out their roles, and reporting any concerning behaviours or reasonable belief of abuse or neglect of which they become aware to a Person in Position of Authority (**PPA**) and/or to external authorities responsible for child protection or to Police, regardless of whether that abuse is being perpetrated by volunteers or employees within SLS, or by those outside SLS including those from the CYP's family, extended family, their family's extended network or strangers.

The extended SLSA Commitment to Child Safe and supporting resources can be found via http://sls.com.au/childsafe.

2 PURPOSE

SLSA and its member organisations seek to provide a safe, fair, and inclusive environment for everyone involved in SLS.

This means providing everyone involved in SLS, including CYP, with a positive and enriching environment that promotes their participation and development.

SLSA is committed to keeping everyone involved in SLS, including CYP in its care and ensuring that they feel, and are, safe. Accordingly, SLSA seeks to ensure that our People strive for the highest possible standards with respect to keeping CYP safe from abuse and neglect. To that end, SLSA has developed this Policy to assist to identify and prevent behaviour that may be harmful to CYP.

SLSA's commitment to CYP is inclusive of those from all backgrounds and vulnerable groups. This includes but is not limited to CYP who are:

- Aboriginal and Torres Strait Islander;
- Living with a disability;
- LGBTIQ; and/or
- from Culturally and linguistically diverse backgrounds.

A failure to meet the requirements within this Policy will be deemed misconduct and will attract appropriate disciplinary action. In addition to any internal disciplinary proceedings, SLSA will report to the Police, all instances in which a breach of the law has, or SLSA suspects may have occurred.

There may be exceptional situations where elements of this Policy do not apply, for example, in an emergency situation. It is crucial, however, that, where possible, authorisation is sought from a PPA within the relevant Organisation, prior to taking action that contravenes this Policy or that a PPA is advised as soon possible after the incident.

2.1 State/territory specific child safe standards

This Policy is underpinned by the National Principles for Child Safe Organisations. Some states and territories have established their own child safe standards with compliance requirements. Relevant Organisations and Relevant Persons are responsible for familiarising themselves with the legislative requirements in their state or territory and taking steps to ensure that they are meeting any additional compliance requirements, including by adopting additional procedures, policies, or standards where necessary.

3 DEFINITIONS

Defined terms not otherwise defined in this Policy have been defined in and have the meaning given to them, in the SLSA Integrity Framework. In this Policy the following words have the corresponding meaning:

Activity means any surf lifesaving activity, program, service, competition, event, or activity (including training and patrols), whether on a one-off basis or as part of a season, which is sanctioned or organised by a Relevant Organisation.

Adult means a person aged 18 years or over.

Approved Person means a family member such as mother, father, sister, brother, grandparent, aunt, uncle or cousin, a guardian, carer, or a person who has been approved by the parent/carer and has an established relationship with the Child/Young Person and/or their family.

Bullying means a person or group of people repeatedly and intentionally using words or actions, or the inappropriate use of power, against someone or a group of people to cause distress and risk to their wellbeing, whether in person or online.

Child/Young Person (**CYP**) or **Child** or **Children** means a person who is under the age of 18 years.

Child Abuse means:

a. **Physical Abuse** is when a person subjects a Child/Young Person to application of physical force, which may cause injury intentionally or inadvertently as a result of physical punishment or the aggressive treatment of a Child/Young Person. Physically abusive behaviour includes, but is not limited to:

   i. shoving, hitting, slapping, shaking, throwing, punching, biting, burning, kicking; and

   ii. harmful training methods or overtraining where there is the potential to result in damage to a Child/Young Person's physical development.

b. **Emotional Abuse** occurs when a Child/Young Person does not receive the love, affection, or attention they need for healthy emotional, psychological, and social development or are exposed to violence/abuse against other Children/Young People or Adults. Such abuse may involve:

   i. repeated rejection or threats to a Child/Young Person (either in-person or online);

   ii. constant criticism, teasing, ignoring, threatening, yelling, scapegoating, ridicule, intentional exclusion, continual coldness, and rejection (either in-person or online);

   iii. Bullying and Harassment (either in-person or online);

   iv. threats to physically harm or hurt a Child/Young Person (either in-person or online); and

   v. harmful training methods or overtraining where there is the potential to result in damage to a Child/Young Person's physical, intellectual, or emotional wellbeing and development.

c. **Sexual Abuse** occurs when an Adult, or a person in authority (i.e., older, or younger but more physically or intellectually developed) involves a Child/Young Person in any sexual activity.

   Perpetrators of sexual abuse take advantage of their power, authority, or position over the Child/Young Person for their own benefit. It can include making sexual comments to a Child/Young Person, kissing, touching a Child/Young Person's genitals or breasts, oral sex, or intercourse with a Child/Young Person.

d. **Neglect** is the persistent failure or deliberate failure or denial to meet a Child/Young Person's basic needs. Neglect includes the failure to provide adequate food, clothing, shelter, adequate supervision, clean water, medical attention, or supervision to the extent that the Child/Young Person's health and development is or is likely to be harmed. Types of Neglect include physical, medical, emotional, educational neglect and abandonment.

e. **Exposure to Family and Domestic Violence** refers to abusive behaviour in any personal relationship that allows one person to intimidate, or to gain power and control over the other. This is often thought of to occur between married spouses or in other intimate relationships, but actually refers to any family relationship, or persons living in the same home.

Child Protection Legislation means all state/territory child protection legislation as amended from time to time, a summary of which is available here.

Child Safe Commitment refers to Relevant Organisations' commitment to child safety in SLS, as outlined in 6.04.A Child Safe Commitment.

Child Safe Practices refer to the child safety requirements and practices adopted and implemented by Relevant Organisations to help ensure the safety of Children/Young Persons participating in a SLS Activity as outlined in Clause 7.

Complaints Resolution Policy means the policy adopted by SLSA for the handling and resolution of allegations regarding Prohibited Conduct.

Contractor means any person or organisation engaged to provide services for, or on behalf of, a Relevant Organisation. This includes agents, advisers, and subcontractors of a Relevant Organisation and employees, officers, volunteers, and agents of a Contractor or subcontractor.

Discrimination includes both direct and indirect discrimination (either in-person or online) which have the following meaning:

a. '**Direct discrimination**' occurs where, because a person has a Protected Characteristic, they are treated less favourably than a person without that characteristic would be treated in the same or similar circumstances.

b. '**Indirect discrimination**' occurs where a practice, rule, requirement, or condition that applies to everyone disadvantages people with a Protected Characteristic and the practice, rule, requirement, or condition is not reasonable in the circumstances.

Employee means a person employed by a Relevant Organisation.

Grooming means the behaviours that manipulate or control a Child/Young Person, their family, guardian and carers or other support networks, or organisations, with the intention to gain access to the Child/Young Person, obtain the Child/Young Person's compliance, maintain the Child/Young Person's silence, and avoid discovery of sexual abuse.

Harassment means any type of behaviour towards a Child/Young Person that they do not want and that is offensive, abusive, belittling or threatening and is reasonably likely to cause harm to the Child/Young Person who is the subject of the harassment, whether in person or online.

Harmful Behaviour Towards a Child/Young Person means any behaviour involving a Child/Young Person that is objectively age inappropriate and/or places the Child/Young Person at risk of harm. This includes but is not limited to:

a. Child Abuse;

b. harmful training methods including physical punishment or overtraining which may cause harm to a Child/Young Person;

c. excessive or unnecessary emphasis on appearance, weight requirements or muscularity (either in-person or online) that may include practices such as:

   i. encouraging or enforcing excessive dieting or restrictive eating;

   ii. unsafe practices that could put health at risk in order to reach weight or appearance requirements without adequate medical support (for example dehydration or restrictive eating).

d. forcing a Child/Young Person to patrol, train or compete when ill or injured;

e. threatening or humiliating a Child/Young Person (either in-person or online);

f. using disciplinary action involving physical punishment or any form of treatment that could reasonably be considered as degrading, cruel, frightening, or humiliating;

g. making sexual comments to a Child/Young Person or engaging in open discussions of a sexual or Adult nature with (either on person or online), or in the presence a Child/Young Person;

h. taking inappropriate photos or footage of a Child/Young Person; or

i. inappropriate and/or intimate physical contact with a Child/Young Person which is sexual in nature or causes them to feel uncomfortable, or feel pain or distress.

Member means a member of a Relevant Organisation.

a. **Member Organisations**, which means each company or incorporated association that is a member of SLSA - including each:

   i. state, territory, and Club Member; and

   ii. affiliate that is a member of a state or territory Member.

b. **Individual Members**, which means individuals who are individuals registered with a Member Organisation.

Participant means:

a. Athletes or any Member of SLS;

b. coaches appointed to train an Athlete or Team in an Activity;

c. administrators who have a role in the administration or operation or Activity of a Relevant Organisation, including owners, directors, committee members or other persons;

d. officials; including referees, umpires, technical officials, or other officials appointed by a Relevant Organisation, or any league, competition, series, Club or Team sanctioned by a Relevant Organisation;

e. support personnel. who are appointed in a professional or voluntary capacity by a Relevant Organisation, or any league, competition, series, Club or Team sanctioned by a Relevant Organisation including sports science sports medicine personnel, team managers, agents, selectors, and team staff members.

Person in Position of Authority (**PPA**) means a person, regardless of age, who through their position or involvement in Surf Life Saving can exercise power, control, or influence over a Child/Young Person.

Policy means this Child Safe Policy including any schedules, annexures, and guidelines.

Prohibited Conduct means the conduct prescribed at clause 5.1 of this Policy. Any breach will be handled under Policy 6.06 Complaints Resolution.

Protected Characteristic means:

a. age;

b. disability;

c. race or ethnicity;

d. sex or gender identity;

e. sexual orientation; or

f. religion.

Recruitment, Screening & Training means the Child/Young Person safety recruitment, screening and training strategies adopted and implemented by Relevant Organisations to help ensure the safety of Children/Young People participating in SLS, as outlined in the Child Safe Guideline.

Relevant Organisation means any of the following organisations:

a. SLSA

b. State Centres

c. SLS Entities including all Clubs & Branches.

d. any other organisation who has agreed to be bound by this policy and/or the Relevant Policies.

Relevant Person means any of the following persons:

a. Individual Member, Life Members, and members of Members where they may have their own membership categories;

b. Participant;

c. Employee;

d. Contractor;

e. Volunteer;

f. persons appointed or elected to boards, committees, and sub-committees;

g. support personnel;

h. any other individual who has agreed to be bound by any Relevant Policy.

Surf Life Saving (**SLS** and **SLS Entity)** means as applicable SLSA, each State Centre, each SLS Branch and each SLS Club.

SLS Reporting System means the online system used to submit a Complaint and accessed at http://complaints.sls.com.au/.

SLSA means Surf Life Saving Australia Limited.

Victimisation means subjecting a person, or threatening to subject a person, either in-person or online, to any unfair treatment because the person has made, or intends to pursue their right to make, a complaint, report, or lawful disclosure, including under applicable legislation or this Policy, or for supporting another person to take such action.

Vilification means a public act, conduct or behaviour, either in-person or online, that incites hatred, serious contempt for, or revulsion or severe ridicule of, a person or group of people because of a Protected Characteristic they hold, as covered by applicable legislation.

Volunteer, means any person engaged by a Relevant Organisation in any capacity who is not otherwise an Employee or Contractor, including parents or carers that volunteer, directors, office holders, coaches, officials, administrators and team and support personnel.

WWCC means a 'Working with Children Check' (however named) under the applicable legislation of a state or territory, a summary of which is available here.

Any capitalised term not defined in this Policy has the meaning given to it in the Complaints Resolution Policy.

4 JURISDICTION

4.1 Who this Policy applies to

This Policy binds and applies to everyone who is involved in SLS, including but not only:

a. Relevant Persons (members); and

b. Relevant Organisations (SLS Entities).

This Policy will continue to apply to a person, even after they have ceased any involvement (subject to this Policy's terms) with a Relevant Organisation, if disciplinary action against that person has commenced.

If a person reports a breach of this Policy, against someone who is no longer a Member, that matter may proceed if (and when) the person is a Member at a later date.

4.2 When the Policy applies

a. All Relevant Persons and Relevant Organisations to which this Policy applies must comply with this Policy (at all times whilst they are a Relevant Person or Relevant Organisation), including:

   i. in relation to any dealings they have with a Child/Young Person arising from the Relevant Person's, Relevant Organisation's, or the Child/Young Person's involvement in any capacity with SLS.

   ii. in relation to any dealings relating to a Child/Young Person that they might have with a Relevant Organisation or their staff, volunteers, contractors, and representatives;

   iii. when dealing with a Child/Young Person or other Relevant Person or Relevant Organisation in their capacity as a Relevant Person or Relevant Organisation; and

   iv. in relation to their Membership or standing as a Relevant Person or Relevant Organisation in general.

b. This policy does not apply to interactions between or involving a Relevant Person and a Child/Young Person where there is no direct or indirect link to SLS or a Relevant Organisation[1].

5 PROHIBITED CONDUCT

5.1 Prohibited Conduct – Relevant Persons

A Relevant Person commits a breach of this Policy when they:

a. are found guilty of any breach of a relevant state or territory or Commonwealth law relating to or involving Child Abuse or Grooming; or

b. either alone or in conjunction with another or others, engage in any of the following conduct, either in-person, online or via any other form of telecommunication, against, or in relation to, a Child/Young Person in the circumstances outlined in clause 4.2:

   i. Harmful Behaviours Towards a Child/Young Person;

   ii. Bullying;

   iii. Discrimination;

   iv. Harassment;

   v. Victimisation;

   vi. Vilification;

[1] *Such as pre-existing personal or family relationships.*

vii. request or infer that the Child/Young Person keep any communication secret from their parents/carer, or other Relevant Person such as a club captain, patrol captain, trainer, coach or administrator, or Relevant Organisation[2];

viii. supply alcohol or drugs (including vapes & tobacco) to a Child/Young Person; or

ix. supply medicines to a Child/Young Person, except for:

A. where the Relevant Person reasonably believes that the medicine is necessary for lifesaving medical treatment;

B. permitted by law; or

C. with the consent of the parent, guardian, or carer of the Child/Young Person and under a valid prescription for that Child/Young Person and at the prescribed dosage.

c. do not comply with the Child/Young Person Code of Conduct as set out in **clause 7** that are applicable to all Relevant Persons.

5.2 Prohibited Conduct – Person in a Position of Authority

In addition to Prohibited Conduct outlined in 5.2, a Person in a Position of Authority commits a breach of this Policy when they, either alone or in conjunction with another or others, engage in any of the following conduct against, or in relation to, a Child/Young Person in the circumstances outlined in clause 4.2:

a. continue in a Child/Young Person-related position if they have been charged or convicted of a crime that would make them ineligible to be granted a WWCC; or.

b. do not comply with the Child/Young Person Code of Conduct that are applicable to Persons in a Position of Authority as set out in **clause 7**.

5.3 Prohibited Conduct – Relevant Organisations

A Relevant Organisation commits a breach of this Policy when it:

c. engages a person who does not have a satisfactory WWCC in the relevant jurisdiction(s)[3];

a. does not confirm the validity of a Relevant Person's WWCC currency;

b. does not undertake any screening measures when appointing a person to a child-related position;

c. does not obtain adequate informed consent from Approved Person/s prior to any sport sanctioned transportation or overnight accommodation of Children/Young People; or

d. has knowledge of and does not report a breach of clauses 5.2 or 5.3 to a State Centre or SLSA in accordance with the Complaints Resolution Policy.

5.4 Responsibilities

All Relevant Organisations, including SLSA, State Centres and any other affiliated SLS entity (**SLS Entity**), are committed to the health, safety, and wellbeing of CYP.

Position	Responsibility
President/Vice President/ Board Members/Executive/ CEO/General Manager/Officers	• Implement policy and procedures across the SLS Entity.

[2] *This does not include ordinary peer to peer interactions between Children/Young People.*

[3] *For the avoidance of doubt, if a person is not eligible to apply for a WWCC in the relevant jurisdiction (e.g., because they are a parent), it will not be a breach of this clause for a Relevant Organisation to engage that person without a WWCC.*

	• Ensure personnel have access to and understand this policy and related procedures. • Ensure all supervisors, patrol captains, managers, trainers & assessors have access to support and advice to understand and implement policies and any supporting resources. • Communicate any updates to this document and supporting resources with relevant stakeholders. • Provide training and advice in the application of this policy and supporting resources.
Supervisors/Patrol Captains/ Managers/Age Managers/Trainers & Assessors	• Ensure the policy is followed and implemented. • Assist in the training and advice in the application of this policy and supporting resources.
Members/Volunteers/Employees	• Compliance with this policy and any supporting resources. • Report any breach of this policy by others or yourself.

This Policy sets out all SLS members' responsibility for reporting any child abuse and neglect. All Persons:

a. must immediately report a reasonable suspicion of abuse or neglect and any concerns about practices or the behaviour of volunteers and employees;

b. comply with all legislative obligations that they are subject to in relation to reporting of suspected Child Abuse or a WWCC[4];

c. must follow a specified process when reporting abuse or neglect including who will receive reports; and

d. who fail to report a reasonable suspicion of abuse or neglect are in breach of this Policy, and such breach constitutes serious misconduct.

6 REPORTING AND COMPLAINTS

6.1 Reporting

Where a Relevant Organisation becomes aware of an Alleged Breach of this policy and the information known about that Alleged Breach is such that it would cause a reasonable person to suspect that a Child/Young Person is, or is at risk of, harm or being abused and/or neglected:

a. the Relevant Organisations must comply with the requirements of Responding to Child Abuse Allegations outlined in the Child Safe Guideline (Worksheet 3: Appendix A). This includes waiting until statutory agencies have confirmed that they are either not responding to an allegation or have finalised any intervention they deem appropriate;

b. no further action under the Complaints Resolution Policy in relation to that potential breach should occur until the obligations in clause 6.1(a) are complied with; and

c. the Relevant Organisations must apply appropriate risk mitigation strategies to keep all Children/Young People safe while an allegation or complaint is being assessed/investigated. This may include interventions such as supervision, suspension, restriction of duties or temporary redeployment, or suspension or restriction of rights, privileges, or benefits.

[4] *Child Family Community Australia Working with Children Checks & Police Checks Resource Sheet*

6.2 Policy Breach & Complaints

The Complaints Resolution Policy applies to any alleged Prohibited Conduct, including reports of breaches, of this Policy. Any matter relating to the abuse or suspected abuse of CYP, under the age of 18, must be reported.

If you believe there has been a breach of the Child Safe policy, please report and submit details of the alleged breach in the SLS Reporting System (https://reporting.sls.com.au/).

If criminal activity has occurred or if you believe a child is at immediate risk of harm or danger, contact the Police (call 000) to report the matter prior to submitting a report through the SLS Reporting System. If you suspect, on reasonable grounds that a Child/Young Person was, is, or is at risk of being abused and/or neglected, you must report it to the police and/or the relevant state/territory Child protection agency, a list of which can be found here.

7 CHILD SAFE CODE OF CONDUCT

SLS is committed to ensuring the safety and wellbeing of all Children and Young People that are involved in SLS so that they feel safe and are safe. Our policies and procedures seek to address risks to child safety, prevent behaviour that may be harmful to Children/Young People and to establish a child safe culture and practice in SLS. Standards of behaviour are required of all persons involved in SLS. This Policy is underpinned by the following core values:

a. act within the vision, mission, and values of our organisation/movement;

b. display respect and courtesy towards everyone involved and prevent discrimination and harassment;

c. prioritise the safety and wellbeing of CYP involved in our organisation/movement;

d. report any behaviour that is a breach of this Policy to help prevent the abuse of CYP in SLS; and

e. encourage and support opportunities for participation of CYP in all aspects of SLS and empower them to have a voice.

This Child Safe Code of Conduct sets out requirements for how Relevant Organisations and Relevant Persons must behave with and around Children/Young People. A failure to comply with the Child Safe Code of Conduct will be a breach of the Child Safe Policy and constitute Prohibited Conduct as set out in clause 5 of the Policy.

There are exceptions where the Child Safe Code of Conduct does not apply:

- when a Relevant Person/Person in a Position of Authority is also an Approved Person in respect to that Child/Young Person.
- in an emergency and where the action is protective of a Child/Young Person, when prior authorisation is not possible.

All persons should only wear their uniform while involved in delivering a service or as required by SLS, in line with **Policy 1.05 Patrol Uniforms**. The wearing of the SLS uniform outside of these times is a breach of Policy 1.05.

7.1 Sexual misconduct

Under no circumstances is any form of ‘sexual behaviour’ to occur between, with, or in the presence of a CYP while participating in SLS programs or activities. Engaging in sexual behaviour while participating in SLS programs or activities is prohibited even if the CYP involved is above the legal age of consent.

Sexual behaviour must be interpreted widely, to encompass the entire range of actions that would reasonably be considered to be sexual in nature, including but not limited to:

a. 'contact behaviour', such as sexual intercourse, kissing, fondling, touching an intimate part (buttocks, genitals, or breast area) of a CYP's body, sexual penetration or exploiting a child through prostitution;

b. 'non-contact behaviour', such as harassment, flirting, sexual innuendo, inappropriate text messaging, inappropriate photography or exposure to pornography or nudity;

c. showing a CYP any offensive written material or images, whether in hard copy or electronic (e.g., any form of pornography including via social media platforms); and

d. taking or displaying photographs of a CYP that are inappropriate, covert, and/or any images that are taken without the CYP's consent.

7.2 Professional Boundaries

a. A Person in a Position of Authority (PPA) must establish and maintain professional boundaries (both in-person and online) when working with Children/Young People who are involved in SLS. Professional boundaries ensure that the nature of the relationship between a Person in a Position of Authority and Child/Young Person does not move from a professional one to a personal one and becomes harmful or exploitative of the Child/Young Person and/or family.

b. A PPA, unless they are also an Approved Person must not:

   i. provide any form of support to a CYP or their family, unrelated to the scope of their role (e.g., financial assistance, babysitting, provide accommodation);

   ii. use a personal phone, camera, or video camera to take images or video footage of Children/Young People unless prior written authorisation from the Relevant Organisation is provided;

   iii. exhibit any type of favouritism towards a Child/Young Person;

   iv. transport Children/Young People other than in accordance with the Child Safe Code of Conduct clause 7.13, Transporting Children/Young People;

   v. give gifts/presents to Children/Young People other than the provision of official awards;

   vi. have one on one contact with a Child/Young Person outside of SLS (includes direct contact such as in-person as well as indirect, such as by phone, or online); or

   vii. attend any private social function at the request of a Child/Young Person or their family.

c. If Relevant Persons become aware of a situation in which a CYP requires assistance that is beyond the scope of that person's role, they should undertake any or all of the following at the earliest opportunity:

   i. refer the matter to an appropriate support agency;

   ii. refer the CYP to an appropriate support agency;

   iii. contact the CYP's parent or carer;

   iv. seek advice from the appropriate person in your State/Territory SLS Entity.

7.3 Use of language and tone of voice

a. Language and tone of voice used in the presence of CYP should:

   i. provide clear direction, boost their confidence, encourage, or affirm them.

ii. not be harmful to CYP.

b. Relevant Persons must not use language towards or in the presence of Children/Young People that is:

i. discriminatory, racist, or sexist;

ii. derogatory, belittling, or negative, for example, by calling a CYP a 'loser' or telling them they are 'too fat';

iii. unreasonably or unnecessarily threatening or frightening; or

iv. profane or sexual.

7.4 Positive guidance (discipline)

a. CYP participating in SLS should be aware of the acceptable limits of their behaviour so that a positive experience can be provided for all participants.

b. Relevant Persons and Relevant Organisations may be required to use appropriate techniques and behaviour management strategies to ensure:

i. an effective and positive environment; and

ii. the safety and/or wellbeing of CYP and personnel participating in SLS.

c. Relevant Persons and Relevant Organisations should use strategies that are fair, respectful, and appropriate to the developmental stage of the CYP involved.

d. CYP must be provided with clear directions and given an opportunity to redirect their behaviour in a positive manner.

e. Relevant Persons or Relevant Organisations must not, under any circumstances, take disciplinary action involving physical punishment or any form of treatment that could reasonably be considered as degrading, cruel, frightening, or humiliating.

7.5 Supervision

a. Relevant Organisations must ensure that Children/Young People participating in SLS programs and services should always be adequately supervised.

b. Supervision should be constant, active, and diligent prioritising the safety and wellbeing of Children/Young People, and where possible a Relevant Person must be able to observe each Child/Young Person.

c. Where direct supervision is not possible, a Relevant Person must know the location of each Child/Young Person and ensure that they can respond to individuals needs and immediately intervene if necessary.

d. Any incident of one-to-one unsupervised contact must be immediately reported to the Relevant Organisations management within 24 hours of the incident occurring.

7.6 Use of electronic or online communications

a. A Person in a Position of Authority unless they are also an Approved Person (in respect to the relevant Child/Young Person), Medical Practitioner or Health Professional, must not communicate directly (one to one) with a Child/Young Person either electronically or online (including phone calls) without the inclusion of a representative from the Relevant Organisation and/or the Child/Young Person's parent or carer. Communication by Medical Practitioners and Health Professionals must only relate to appropriate and required medical care in this context.

b. When communicating with Children/Young People, a Person in a Position of Authority must ensure content is:

i. directly associated with delivering SLS services, such as advising that a scheduled patrol or event is cancelled;

ii. concise with personal or social content limited only to convey the message in a polite and friendly manner;

iii. devoid of any sexualised language; and

iv. not promoting unauthorised social activity or contact.

c. Volunteers and Employees are required to report to the relevant SLS Entity management, as outlined in clause 6, if a CYP is attempting to:

i. engage with them via electronic communication platforms without parent/carer permission; or

ii. send them inappropriate content.

d. Where a parent is not included in the communication:

i. Restrict such communication to issues directly associated with delivering SLS programs/activities, such as advising that a scheduled event is cancelled;

ii. Limit the personal or social content in such communications to what is required to convey the service-related message in a polite, friendly manner. Specifically, do not communicate anything that a reasonable observer could view as being of a sexual nature;

iii. Do not use such communication to promote unauthorised 'social' activity or to arrange unauthorised contact;

iv. Ensure such communication is devoid of any sexualised language;

v. Do not request a CYP to keep communication a secret from their parents;

vi. Do not communicate with CYP using Internet chat rooms or similar forums such as social networking sites, game sites or instant messaging unless related to SLS matters and parent/guardian is aware and has been offered the opportunity to join; and

vii. Do not request to be linked to an individual CYP through social media or follow or make comments on their social media activities.

e. Relevant Persons are required to ensure appropriate monitoring of CYP when they use SLS electronic communication equipment to ensure that they do not inadvertently place themselves at risk of abuse or exploitation via social networking sites, gaming sites or through web searches, or inappropriate email communication.

7.7 Photographs or video of Children/Young People

a. Relevant Organisations should only permit organisational photography within SLS programs/activities as outlined in the SLS Membership Form, Policy 6.02 Privacy, Policy 6.20 Social Media and Policy 6.21 Photography, Digital Recording & Images. From time to time, SLS Entities may seek to promote SLS activities in publications, website etc. Images and media are managed and controlled by the relevant SLS Entity and should only be used for approved promotional and marketing purposes.

b. As outlined in the **SLSA Membership Form** a parent/guardian consents to the use of image of the child or young person. In signing they consent to the relevant SLS Entity(ies) of which the CYP is a member, using the name, image, likeness and also performance of the CYP in or of any SLS Activity at any time to promote the Objects of the relevant SLS Entity(ies), by any form of media. As per the Membership form the parent/guardian waives any rights they might have to or in such use of the CYP name, image, or likeness by the relevant SLS Entity(ies).

c. An Approved Person may photograph or film their Child/Young Person when participating in our sport.

d. When arranging official photography/videography of Children/Young People involved in our sport, Relevant Organisations:

   i. should obtain prior written consent from the Child/Young Person's parent or carer. Where appropriate and possible, consent should also be sought from the Child/Young Person. Written approval could include electronic messaging formats such as email or SMS;

   ii. must give due consideration to Children/Young People who are protected by a court order;

   iii. must appoint a photographer/videographer who holds a current WWCC;

   iv. must ensure the photographer/videographer is supervised at all times;

   v. must ensure the context is directly related to participation in SLS;

   vi. must ensure the Child/Young Person is appropriately dressed and posed; and

   vii. should not distribute images or videos (including as an attachment to an email) to anyone outside the Relevant Organisation without parent/carer knowledge and approval.

e. Relevant Organisations must store images (digital or hard copy) in a manner that prevents unauthorised access by others and must be destroyed or deleted as soon as they are no longer required.

f. Relevant Organisations must not publish images or footage of a Child/Young Person or identify the Child/Young Person pictured, whether online or in print, without written consent from the Child/Young Person's parent or carer. Where appropriate and possible, consent should also be sought from the Child/Young Person.

g. Relevant Organisations must ensure any Employee, Volunteer or Contractor (such as an event photographer) comply with the above requirements whilst working at an Activity.

Note: where a SLS activity is occurring in a public place, it is not illegal for anyone (including parents) to take photographs or digital recordings of activities without permission. For example, parents taking photographs of their children in a group; amateur or professional photographers shooting a crowd scene; or tourists photographing a beach. There are some exceptions to this rule depending on the state or territory law where an image is deemed indecent or offensive, and it may constitute an offence. For private property, the general rule is permission is required, and restrictions on photography can be imposed. Please refer to the appropriate State, Territory and Federal legislation for specifics and incorporate as necessary.

7.8 Physical contact with children and young people

a. Any physical contact with CYP must be necessary and appropriate to the delivery of SLS programs/activities and based on the needs of the CYP (including adjustments based on any additional needs due to impairment or disability), such as assisting with the use of equipment technique assistance or correction, treatment by a health practitioner or administrating first aid.

b. Relevant Persons must not have contact with CYP participating in SLS that:

i. involves touching of genitals, buttocks[5], or the breast area other than as part of delivering medical or allied health services to those specific areas of the body;

ii. would appear, to a reasonable observer, to have a sexual connotation;

iii. is intended to cause pain or distress to the Child/Young Person (e.g., corporal punishment);

iv. is overly physical (e.g., tickling, or other roughhousing), except where this contact is consistent with the activities of SLS and accepted and reasonable behaviour within the activity when undertaking that Activity;

v. is unnecessary (e.g., assisting with toileting when a CYP does not require assistance); or

vi. is initiated against the wishes of the CYP, except if such contact may be necessary to prevent injury to the CYP or to others, in which case:

A. physical restraint must be a last resort;

B. the level of force used must be appropriate to the specific circumstances, and aimed solely at restraining the CYP to prevent harm to themselves or others; and

C. the incident must be reported to management as soon as possible.

c. Relevant Persons must report to the Relevant Organisation any physical contact initiated by a CYP that is sexualised and/or inappropriate, for example, acts of physical aggression, as soon as possible, to enable the situation to be managed in the interests of the safety of the Child/Young Person, Relevant Persons, and any other participants.

7.9 Overnight stays and sleeping arrangements

a. Overnight stays involving Children/Young People must be approved and managed by the Relevant Organisation.

b. Written parent/carer consent must be obtained prior to the overnight stay. Written approval could include electronic messaging formats such as email, SMS. Where appropriate and possible, consent should also be sought from the Child/Young Person.

c. Practices and behaviour by Relevant Persons involved during an overnight stay must be consistent with the practices and behaviour expected during the delivery of SLS programs/activities at all other times.

d. Standards of conduct that must be observed by Relevant Organisations and Relevant Persons involved during an overnight stay include:

i. CYP must be provided with privacy when bathing, toileting, and dressing;

ii. appropriate dress standards must be observed when Children/Young People are present – such as no exposure to any nudity or undressing;

iii. CYP must not be exposed to pornographic material, for example, through movies, television, the internet, or magazines;

iv. CYP must not be left under the supervision of unauthorised persons such as accommodation staff or peers;

v. sleeping arrangements must not compromise the safety of CYP including:

[5]

A. an adult must not sleep alone in the same room as Children/Young People unless they are the parent or have parental responsibility for those CYP; and

B. CYP must not share a bed with an Adult or another CYP.

vi. CYP must have the right to contact their parents or an Approved Person, if they feel unsafe, uncomfortable, or distressed during the stay;

vii. CYP must not have access removed to their mobile phone or ability to contact parents or an Approved Person whilst away; and

viii. Parents/carers must be permitted to contact their Child/Young Person if required.

7.10 Change room arrangements

a. CYP must be supervised in any change room that is in official use by a Relevant Organisation, whilst ensuring their right to privacy:

i. CYP must be provided with privacy when bathing, toileting, and dressing;

ii. appropriate dress standards must be observed when Children/Young People are present – such as no exposure to any nudity or undressing;

iii. avoid one-to-one situations with a CYP in a change room area; ensuring that they do not undress and avoid using a changing room with a CYP unless there are other people present.

b. A person in a Position of Authority must not:

i. shower or change at the same time as supervising groups of Children;

ii. be alone with a Child/Young Person in a change room;

c. Relevant Persons must not use any camera or recording devices in a change room. This includes photography, filming, and live streaming.

d. Persons in a Position of Authority must ensure adequate supervision in public change rooms when they are used, providing the level of supervision required for preventing abuse by members of the public, adult users, or general misbehaviour, while also respecting a CYP's privacy.

7.11 Use, possession or supply of alcohol or drugs to Children/Young People

Persons in a Position of Authority must not:

a. use, possess or be under the influence of an illicit drug in the presence of a Child/Young Person or Children/Young People during SLS;

b. use or be under the influence of alcohol while supervising a Child/Young Person or Children/Young People during an Activity;

c. be impaired or incapacitated by any other legal drug such as prescription or over-the-counter drugs while supervising a Child/Young Person or Children/Young People;

d. supply alcohol or drugs (including vapes & tobacco) to any Child/Young Person or Children/Young People; or

e. supply or administer medicines, except when permitted by law or with the consent of the Child/Young Person's parent or carer and under a valid prescription for that CYP and at the prescribed dosage.

7.12 Parent/Guardian Involvement

Relevant Organisations must:

a. ensure that a parent/guardian is involved in any significant decision, including the signing of any documentation in relation to their CYP's involvement in SLS;

b. not prevent parents/carers from accessing their Child/Young Person when required: and

c. make parents/carers aware of the standard of behaviour required when watching their CYP during an Activity. Parents/carers displaying inappropriate conduct may be asked to leave, however may not be denied access for an undetermined amount of time.

7.13 Transporting children

a. Children/Young People must only be transported only in circumstances that are directly related to the delivery of SLS programs, activities, and services.

b. Other than in an emergency, a Person in a Position of Authority, unless they are an Approved Person, must not transport Children/Young People without prior written approval from their parent or carer.

c. When transporting Children/Young People, the Person in a Position of Authority must drive responsibly, not be impaired by alcohol or any other mind-altering substances, have an unrestricted drivers' licence and to the extent practicable, not be alone in the car with a Child/Young Person.

d. Children/Young People must only be transported in a roadworthy vehicle when the manufacturer stated capacity is adhered to and seatbelts and child restraints are fitted as required.

7.14 Drop Off and Pick Up of CYP

Relevant Organisations must:

a. have an accessible register of parent and guardian emergency contact numbers and an operational phone; and

b. ensure that if a parent or carer is late, they make reasonable attempts to contact them. It is not the responsibility of a PPA to transport a CYP home if their parent or carer is late for pick up.

8 EDUCATION

a. To prevent breaches of this policy, build positive behaviours in SLS and protect participants from the threat posed by behaviours and environments that are unsafe to Children/Young People, SLSA develops education guidelines, courses and posters which are implemented by Relevant Organisations (State Centres).

b. The Relevant Organisation may, from time to time, direct Participants to undertake education, which will be relevant and proportionate to their level of participation in Surf Life Saving and the associated integrity risks.