



ARCHERY'S AUSTRALIA'S CHILD AND YOUNG PERSON SAFEGUARDING COMMITMENT STATEMENT

Archery Australia is committed to ensuring the safety and wellbeing of all children/young People that are involved in our sport. Our policies and procedures seek to address risks to child safety and to establish child safe culture and practices.

1. We will keep Children/Young People safe

- (a) Through our Safeguarding Children and Young People Policy, we document our clear commitment to keeping Children/Young People safe from harm, risk of harm, abuse and neglect.
- (b) We communicate our commitment to all our staff and volunteers and give them access to a copy of our commitment statement.

2. We promote inclusion, respect and diversity

- (a) We consider the needs of all Children/Young People. We use inclusive program design to support them to participate safely in our sport, particularly Children/Young People with increased vulnerabilities, such as:
 - i. Aboriginal and/or Torres Strait Islander Children/Young People;
 - ii. Children/Young People from culturally and linguistically diverse backgrounds;
 - iii. Children/Young People with disability;
 - iv. Children/Young People living in out-of-home care;
 - v. Children/Young People with diverse genders and/or sexualities.
- (b) We recognise the rights of lesbian, gay, bisexual, transgender and intersex Children/Young People to be recognised for their gender identity, sexual orientation or intersex status, and to feel safe and respected when participating in our sport.

3. We create a culturally safe sporting environment

- (a) We uphold the rights of Aboriginal and Torres Strait Islander Children/Young People to:
 - i. identify as Aboriginal and/or Torres Strait Islander with pride and without fear of retribution or questioning;
 - ii. to express their Culture as they deem appropriate;
 - iii. receive an education that strengthens their Culture and identity;
 - iv. maintain connection to their land and Country;



- v. maintain their strong kinship ties and social obligations
- vi. be taught their cultural heritage by their Elders and community;
- vii. receive information in a culturally sensitive, relevant and accessible manner; and
- viii. be involved in services that are culturally respectful.

(b) We will take action to grow inclusiveness for all cultural identities and to establish equitable, respectful and empowering engagement with culturally and linguistically diverse communities.

4. Our staff and volunteers know the behaviour we expect

(a) We ensure that each person involved in our delivery of services to Children/Young People understands their role and the behaviour we expect in relation to keeping Children/Young People safe from abuse and neglect through application of our Child/Young Person Safe Practices.

(b) We utilise clear position descriptions which clearly state relevant Child/Young Person safe requirements.

(c) We have Child/Young Person Safe Practices, which are approved and endorsed by the Archery Australia Board and outlines our expectations for behaviour towards Children/Young People.

(d) Our staff and volunteers are given a copy of and have access to the Child/Young Person Safe Practices.

(e) Our staff and volunteers indicate, in writing, that they have read and are committed to the Child/Young Person Safe Practices.

5. We minimise the likelihood of appointing or accrediting a person who is unsuitable

(a) 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/Young People.

(b) We will meet the requirements of the relevant state or territory Working with Children Check regulations.

6. Induction and training are part of our commitment

(a) We will provide all new staff, volunteers, and participants with information about our commitment to Child/Young Person Safety including our Safeguarding Children and Young People Policy, Child/Young Person Safe Practices and Responding to Child Abuse Allegations.

(b) We support ongoing education and training for our staff and volunteers to ensure Child/Young Person safety information is provided and updated as required.

(c) We 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.

7. We encourage the involvement of Children/Young People and their parents

(a) We involve and communicate with Children/Young People and their families in developing a safe, inclusive, and supportive environment. We will provide information to Children/Young People and their parents/carers (such as brochures, posters, handbooks, guidelines) about:

- i. our commitment to keeping Children/Young People safe and communicating their rights;
- ii. the behaviour we expect of our staff and volunteers and of themselves;
- iii. our policy about responding to Child Abuse.

(b) We have processes for two-way communication with Children/Young People and families.

(c) We seek feedback from Children/Young People and have a process for responding.

(d) We empower Children and Young People.

(e) We respect diversity and seek to facilitate effective communication with, and empowerment and involvement of Children/Young People.

8. Our staff and volunteers understand their responsibility for reporting Child Abuse

(a) Our policy for responding to Child Abuse is approved and endorsed by Archery Australia Board and applies to all our staff and volunteers. Staff and volunteers must:

- i. immediately report abuse or neglect and any concerns with policies, practices or the behaviour of staff and volunteers;
- ii. meet any legislated mandatory or other jurisdictional reporting requirements;
- iii. follow a specified process when reporting abuse or neglect.

(b) Our staff and volunteers are given a copy of and have access to the Complaints, Disputes and Discipline Policy and understand the implications of the policy for their role.

(c) We document any allegation, disclosure or concern regarding Child Abuse and take action and monitor responses to all allegations, disclosures, or concerns.

9. We maintain and improve our policies and practices

(a) We are committed to maintaining and improving our policies, procedures, and practices to keep Children/Young People safe from neglect and abuse.

(b) We have assigned responsibility to the National Integrity Manager for regularly promoting child safety and maintaining and improving our procedures.

(c) We monitor our staff, volunteers, and external providers and take action to ensure appropriate practice, behaviour and policies are followed.

(d) We require our staff and volunteers to disclose guilty findings or charges affecting their suitability to work with Children/Young People. We review police record and WWCC checks regularly.



(e) We have formally reviewed our service delivery to identify and document potential risks to Children/Young People.

(f) We undertake formal reviews, at least annually, to identify and document potential risks to Children/Young People associated with our service delivery