



from beginner to Olympian

MEMBER PROTECTION POLICY (MPP)



South Australian Judo Academy

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1. Introduction

The South Australian Judo Academy (SAJA) is committed to a policy of equal treatment of all members and requires all members of whatever level of authority to abide and adhere to this general principle and the requirements of the Codes of Practice outlined in the ***Volunteers Protection Act 2001, South Australian Equal Opportunity Act 198, Children's Protection Act 1993 and the Australian Disability Discrimination Act 1992***

2. Purpose of Our Policy

The main objective of our Member Protection Policy (policy) is to maintain responsible behaviour and ethical and informed decision-making by participants in this club. This policy outlines our commitment to a person's right to be treated with respect and dignity, and to be safe and protected from abuse. Our policy informs everyone involved in our club of his or her legal and ethical rights and responsibilities and the standards of behaviour that are required. It also covers the care and protection of children participating in our club's activities.

3. Who Our Policy Applies To

Our policy applies to everyone involved in the club including committee members, administrators, coaches, officials (umpires/referees/judges), volunteers, players, parents and spectators.

4. Extent of Our Policy

Our policy covers unfair decisions (e.g. team selection), breaches of our code of behaviour and inappropriate behaviour that occurs at practice, at meetings, in the club rooms, at social events organised or sanctioned by the club (or our district, regional, state or national body), on away and overnight trips and any behaviour that brings or is likely to bring our club or sport into disrepute. It also covers behaviour where there is suspicion of harm towards a child or young person.

5. Club Responsibilities

We will:

- make any necessary amendments to our Constitution, rules or other policies to enable this policy to be enforceable;
- implement and comply with our policy;
- promote our policy to everyone involved in our club;
- promote and model appropriate standards of behaviour at all times;
- respond to breaches or complaints made under our policy promptly, fairly, and confidentially;
- review this policy every at every AGM meeting along with supporting policies
- seek advice from, and if necessary or appropriate, refer serious issues to our district/region/state or national body.

Serious issues include unlawful behaviour that involves or could lead to significant harm and includes criminal behaviour (e.g. physical assault, sexual assault, child abuse) and any other issues that our state or national body request to be referred to them (e.g. conflict of interest).

6. Individual Responsibilities

Everyone associated with our club must:

- comply with the standards of behaviour outlined in our Code of Conduct policy;
- treat others with respect;
- always place the safety and welfare of children above other considerations;
- be responsible and accountable for their behaviour;
- follow the guidelines outlined in this policy if they wish to make a complaint or report a concern about possible child abuse, discrimination, harassment or other inappropriate behaviour.

7. Protection of Children

7.1 Child Protection

SAJA is committed to the safety and wellbeing of all children and young people accessing our service. We support the rights of the child and will act without hesitation to ensure a child safe environment is maintained at all times. We also support the rights and wellbeing of our staff and volunteers and encourage their active participation in building and maintaining a secure environment for all participants.

SAJA acknowledges that our staff, members and volunteers provide a valuable contribution to the positive experiences of children involved in our sport. SAJA aims to continue this and to take measures to protect the safety and welfare of children participating in our sport by:

7.1.1: Identify and Analyse Risk of Harm

SAJA will develop and implement a risk management strategy, which includes a review of existing child protection practices, to determine how child-safe and child-friendly the organisation is and to determine what additional strategies are required to minimise and prevent risk of harm to children.

7.1.2: Develop Codes of Conduct for Adults and Children

SAJA will ensure that the organisation has codes of conduct that specify standards of conduct and care when dealing and interacting with children, particularly those in the organisation's care. The organisation will also implement a code of conduct to address appropriate behaviour between children.

The code(s) of conduct will set out professional boundaries, ethical behaviour and unacceptable behaviour. (See Part B)

7. Protection of Children

7.1 Child Protection

7.1.3: Choose Suitable Employees and Volunteers

SAJA will ensure that the organisation takes all reasonable steps to ensure that it engages the most suitable and appropriate people to work with children (in prescribed positions).

This may be achieved using a range of screening measures. Such measures will aim to minimise the likelihood of engaging (or retaining) people who are unsuitable to work with children.

If a criminal history report is obtained as part of their screening process, SAJA will ensure that the criminal history information is dealt with in accordance with the standards developed by the Chief Executive, Department for Families and Communities.¹

(See Appendix 1)

7.1.4: Support, Train, Supervise and Enhance Performance

SAJA will ensure that volunteers and employees who work with children or their records have ongoing supervision, support and training such that their performance is developed and enhanced to promote the establishment and maintenance of a child-safe environment.

7.1.5: Empower and Promote the Participation of Children In Decision-Making And Service Development

SAJA will promote the involvement and participation of children and young people in developing and maintaining child-safe environments.

7.1.6: Report and Respond Appropriately to Suspected Abuse and Neglect

SAJA will ensure that volunteers and employees are able to identify and respond to children at risk of harm.

SAJA will make all volunteers and employees aware of their responsibilities under the *Children's Protection Act 1993* if they have suspicion on reasonable grounds that a child has been or is being abused or neglected.

If any person feels another person or organisation bound by this policy is acting inappropriately towards a child or is breaching the code'(s) of practice set out they may make a internal complaint. Please refer to our complaints procedure outlined in attachment [\[C1\]](#) of this policy. This will explain what to do about the behaviour and how SAJA will deal with the problem.

7. Protection of Children

7.2 Supervision

Members under the age of 11 must be supervised at all times by a responsible adult. Our club will provide a level of supervision adequate and relative to the members' age, maturity, capabilities, level of experience, nature of activity and nature of venue. If a member finds a member under the age of 11 is unsupervised, they should assume responsibility for the member's safety until the parent/guardian or supervisor can be found.

Parents must turn up on time to collect their child for reasons of courtesy and safety. If it appears a member will be left alone at the end of a training session with just one child, they will ask another member to stay until the child is collected.

7.3 Transportation

Parents/guardians are responsible for transporting their children to and from club activities (e.g. practice and games). Where our club makes arrangements for the transportation of children (e.g. for away or over night trips), we will conduct a risk assessment that includes ensuring vehicles are adequately insured, the driver has a current and appropriate licence for the vehicle being used and appropriate safety measures are available (e.g. fitted working seatbelts).]

7.4 Taking Images of Children

SAJA acknowledges that in South Australia under the Summary Offences Act 1953 a person must not engage in indecent filming. Images of children and adults should not be used inappropriately or illegally.

Our club requires that members, 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. Our club also requires the privacy of others to be respected and disallows the use of camera phones, videos and cameras inside changing areas, showers and toilets.

If the club uses an image of a child it will avoid naming or identifying the child or it will, wherever possible, avoid using both the first name and surname. We will not display personal information such as residential address, email address or telephone numbers without gaining consent from the parent/guardian. We will not display information about hobbies, likes/dislikes, school, etc as this information can be used as grooming tools by paedophiles or other persons. 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.

8. **Anti-harassment, Discrimination and Bullying**

Our club opposes all forms of harassment, discrimination and bullying. This includes treating or proposing to treat someone less favourably because of a particular characteristic; imposing or intending to impose an unreasonable requirement, condition or practice which has an unequal or disproportionate effect on people with a particular characteristic; or any behaviour that is offensive, abusive, belittling, intimidating or threatening – whether this is face-to-face, indirectly or via communication technologies such as mobile phone and computers. Some forms of harassment, discrimination and bullying are against the law and are based on particular characteristics such as age, disability, gender, sexual orientation, pregnancy, political or religious beliefs, race, and marital status.

Our club takes all claims of harassment, discrimination, bullying and cyber bullying seriously. We encourage anyone who believes they have been harassed, discriminated against or bullied to raise the issue with the club (see Responding to Complaints).

9. **Inclusive practices**

Our club is welcoming and we will seek to include members from all areas of our community.

9.1 **People with a disability**

Where possible we will include people with a disability in our teams and club. We will make reasonable adaptations (e.g. modifications to equipment and rules) to enable participation.

9.2 **People from diverse cultures**

We will support and respect people from diverse cultures and religions to participate in our club and where possible will accommodate requests for flexibility (e.g. modifications to uniforms).

9.3 **Sexual & Gender Identity**

All people, regardless of their sexuality, are welcome at our club. We strive to provide a safe environment for participation and will take action over any homophobic behaviour.

9.4 **Pregnancy**

Pregnant women should be aware that their own health and wellbeing, and that of their unborn children, should be of utmost importance in their decision making about the way they participate in our sport. We recommend pregnant women to consult with their medical advisers, make themselves aware of the facts about pregnancy in sport, and ensure that they make informed decisions about participation.

10 Responding to Complaints

10.1 Complaints

SAJA takes all complaints about on and off-field behaviour seriously. SAJA will handle complaints based on the principles of procedural fairness (natural justice), that is:

- all complaints will be taken seriously;
- both the person making the complaint (complainant) and the person the complaint is against (respondent) will be given full details of what is being said against them and have the opportunity to respond (give their side of the story);
- irrelevant matters will not be taken into account;
- decisions will be unbiased and fair; and
- any penalties imposed will be fair and reasonable.

More serious complaints may be escalated to our district/region/state or national body.

If the complaint relates to suspected child abuse, sexual assault or other criminal activity, then our club will need to report the behaviour to the police and/or relevant government authority and our state/national body.

10.2 Complaint Handling Process

When a complaint is received by our club, the person receiving the complaint (e.g. Head Coach, Member Protection Information Officer, Complaint officer) will:

- listen carefully and ask questions to understand the nature and extent of the problem;
- ask what the complainant would like to happen;
- explain the different options available to help resolve the problem;
- take notes; and
- maintain confidentiality but not necessarily anonymity.

Once the complainant decides on their preferred option for resolution, the club will assist, where appropriate and necessary, with the resolution process. This may involve:

- supporting the person complaining to talk to the person being complained about
- bringing all the people involved in the complaint together to talk objectively through the problem (this could include external mediation);
- gathering more information (e.g. from other people that may have seen the behaviour);
- seeking advice from our district, regional, state and/or national body or from an external agency (e.g. State Department of Sport or anti-discrimination agency);
- referring the complaint to our district, regional, state or national association; and/or
- referring the complainant to an external agency such as a community mediation centre, police or anti-discrimination agency.

In situations where a complaint is referred to our district, regional, state or national association and an inquiry is conducted, the club will:

- co-operate fully;
- ensure the complainant and respondent are not victimised;
- where applicable, ensure the complainant is not placed in an unsupervised situation with the respondent(s); and
- act on our district, regional, state or national association's recommendations.

At any stage of the process, a person can seek advice from or lodge a complaint with an anti discrimination commission or other external agency.

10 Responding to Complaints

10.3 *Disciplinary Measures*

SAJA will take disciplinary action against anyone found to have breached our policy or made false and malicious allegations. Any disciplinary measure imposed under our policy must:

- Be applied consistent with any contractual and employment rules and requirements;
- Be fair and reasonable;
- Be based on the evidence and information presented and the seriousness of the breach;
- Be determined by our Constitution, By Laws and the rules of the game.

Possible measures that may be taken include:

- verbal and/or written apology;
- counselling to address behaviour;
- withdrawal of any awards, placings, records, achievements bestowed in any tournaments, activities or events held or sanctioned by our club;
- suspension or termination of membership, participation or engagement in a role or activity;
- de-registration of accreditation for a period of time or permanently;
- a fine; or
- any other form of discipline that our club considers reasonable and appropriate.

10.4 *Appeals*

The complainant or respondent can lodge one appeal against decisions of or disciplinary measures imposed by our club to our district, regional, state or national association. Appeals must be based on either a denial of natural justice, because of unjust or unreasonable disciplinary measure(s) being imposed, or on the grounds that the decision was not supported by the information/evidence presented and available to the decision maker/club.

POLICY APPROVAL

This Member Protection Policy and associated contents will be reviewed bi - annually by The South Australian Judo Academy to ensure the actions remain appropriate and effective.

DATED 31st July 2015

Accepted on behalf of the South Australian Judo Academy



signed

Steve Brown, Head Coach



witnessed

Sandy McCulloch, Director Strategy & Marketing

Further Information



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Attachment 2: SCREENING REQUIREMENTS

Criminal History Assessment/Managing criminal history information of people working with children in South Australia

The complete *Standards for dealing with the criminal history of people working with children* and supporting information (including guidelines, frequently asked questions and templates) are available from www.families.sa.gov.au/childsafe.

Legislation requires that recreation and sport service providers phase in the introduction of criminal history assessments as set out below

- 1 January 2012 – 30 June 2012 - New and existing employees
- July 2012 – 31 December 2012 - New and existing volunteers working with children aged 7 and under
- 1 January 2013 – 30 June 2013 - New and existing volunteers working with children aged 12 and under
- 1 July 2013 – 31 December 2013 - New and existing volunteers working with children aged 17 and under

Ideally Criminal History Assessments will be conducted by the state body, however where this is not possible, for example where there is no state body or the club is not affiliated then this information should be included in the policy.

A criminal history assessment is a decision about whether a person is suitable to work with children based on the person's criminal history (if any) and the assessed risk to children who access services from the organisation.

SAJA may conduct a criminal history assessment themselves or apply to a third party (such as the State Body or Screening Unit) for an assessment and letter of clearance.

SAJA undertakes to follow the standards issued by the Department for Families and Communities when conducting criminal history assessments. These Standards are outlined below.

Attachment 2: SCREENING REQUIREMENTS

2.1 – Identifying affected positions

SAJA will conduct an assessment of the criminal history of every person who is, or will be, engaged to work with children in this organisation, its affiliated associations and clubs.

As a first step, SAJA has identified all individuals and positions within the organisation that involve working with children.

These positions are:

- Coaches
- Officials
- Administrators
- Board of Management
- Committee Members

2.2 – Procedures

The option exists to:

- a) to undertake the checks internally, the person undertaking the check applies to the SA Police for and presents to the organisation a National Police Certificate (NPC) for assessment. There is a cost attached to obtaining an NPC. The SA Police will issue a VOAN to organisations which enable volunteers to obtain a NPC at no cost. However only one VOAN is issued per sport so if your club is unaffiliated with the state body the club may need to meet the cost of all checks.
- b) to outsource the screening process entirely to an accredited agency such as the DFC Screening and Licensing Branch. In this case a VOAN cannot be used and the organisation/person must meet the cost.

The process set out below assumes that option a) is being used.

In situations where a criminal history report is obtained from South Australia Police, the explicit written consent of the person being checked is a precondition for the release of criminal history information.

Where an organisation directs a person to apply to the DFC Screening Unit for a full criminal history assessment and letter of clearance, the person must complete and sign an informed consent form. The consent form is available at www.dfc.sa.gov.au/pub/screening.

Attachment 2: SCREENING REQUIREMENTS

SAJA has set out the following policy and supporting procedures for obtaining criminal history reports.

Existing Members and Volunteers:

1. All existing members and volunteers holding a prescribed position must obtain a National Police Check by making application to the South Australian Police.
 - a. The cost of obtaining this check will be met by using the organisations VOAN.
2. On receipt of the check the original document must be presented to **Head Coach, Steve Brown**
3. The document will be assessed and returned to the person as soon as practicable.
4. The criminal history assessment will be repeated every three years or as requested by the Club.

New Member and Volunteers:

1. All new members or volunteers selected to fill a prescribed position must obtain National Police Check (or present a document that is less than three years old) by making application to the South Australian Police.
 - a. The cost of obtaining this check will be met by using the organisations VOAN.
1. On receipt of the check the original document must be presented to **Head Coach Steve Brown**
 - a. Using a 100-point check, the **Head Coach** will establish the true identity of the applicant.
2. The document will be assessed in accordance and returned to the person as soon as practicable.
3. The criminal history assessment will be repeated every three years or as requested by the Club.

2.3 – Accepting “other evidence”

SAJA will, in lieu of undertaking a criminal history screening check as set out in 2.2, accept the following forms of evidence (obtained within the last three years) to assess a person's suitability to work with children.

A National Police Certificate that does not expressly state that it cannot be used as a clearance to work with children

A Letter of clearance to work with children from a CrimTrac accredited agency: Such as the DFC Screening Unit; Department of Education and Children's Services (DECS) or Catholic Education Office.

An interstate working with children check, from: New South Wales, Queensland, Victoria or Western Australia.

Attachment 2: SCREENING REQUIREMENTS

2.3 – Accepting “other evidence”

Acceptance of any of these checks is subject to the person completing a 100-point check, to enable the SAJA to establish the true identity of the applicant.²

The SAJA may also at its discretion seek a statutory declaration for any *employee(s)* or *volunteer(s)* who have been citizens or permanent residents of another country other than Australia since turning 18 years of age.

2.4 – Assessing criminal history information

In the majority of cases, a person will have no criminal history. In these cases, the assessment will be successfully completed and no further action in respect to an assessment will be required.

Where the report contains a criminal history, rather than assess it themselves. It can be a requirement that any such person then is asked to make further application to the Screening Unit for a more thorough assessment. This will entail a cost, but this is minimal and will result in a more robust and defensible decision making process.

Information about the Screening Unit is available from www.dfc.sa.gov.au/pub/screening. Where an organisation chooses to conduct the assessment itself and an individual does have a criminal history, this information must be assessed in accordance with Standard 5.

This section is drafted with this process in mind.

In the majority of cases, a person will have no criminal history. In these cases, the assessment will be successfully completed and no further action in respect to an assessment will be required.

Offences that indicate a prima-facie risk of harm

SAJA believes the following categories of criminal convictions present a prima-facie risk of harm to children.

No person will be considered suitable to be employed, contracted, hired, retained, accepted as a volunteer, or allowed to undertake prescribed functions for SAJA if he or she has been convicted of:

- murder or sexual assault
- violence in relation to a child
- an offence relating to child pornography
- an offence involving child prostitution
- a child abuse offence, for example criminal neglect.

The listed offences potentially indicate unsuitability to undertake prescribed functions.

² A 100-point check should include one primary document such as a Birth Certificate or International Travel Document (e.g. Current Passport) or Citizenship Certificate and must include one secondary document such as a Driver's Licence, employee identification card, Centrelink card or student identification card.

Attachment 2: SCREENING REQUIREMENTS

2.4 – Assessing criminal history information

SAJA believes that there can be a presumption that there is a risk of harm to children but further assessment is necessary before a decision to exclude a person can be made.

These types of criminal offences include:

- sexually-motivated offences
- violence offences/assault including any form of assault which has resulted in a sentence of imprisonment
- offences relating to cruelty to animals
- any other offences against a child (including drug offences).

In addition, other criminal offences may be relevant to specific, prescribed functions, including: dishonesty offences, serious drug-related matters or serious traffic offences.

None of these offences will automatically preclude an individual from being engaged to undertake prescribed functions.

Any such person will be asked to make further application to the Screening Unit for a more thorough assessment. This cost of this screening check to be met by the applicant.

The decision of this process will be deemed to be final and binding on all parties.

2.5 – Ensuring procedural fairness if a person has a criminal history

Existing staff, members and volunteers are entitled to a due process, i.e. if they are denied a position because of the criminal history assessment they are entitled to remain an employee in some other role or to remain a member of volunteer but one who is not holding a prescribed position.

They may, depending on your constitution and regulations be entitled to appeal the decision.

A person making application to a new position or to become a new member or volunteer is not necessarily entitled to the same rights.

In completing this section you should make reference to your constitution and regulations, especially in relation to the process for making applications for membership to ensure it is consistent with this policy. You may need to seek legal advice on your particular circumstances.

Existing staff, members and volunteers:

All existing staff, members and volunteers will be provided with the opportunity to confirm or dispute the information contained within the National Police Certificate report and to provide contextual information if they wish, before the assessment is conducted.

Prior to a decision being made, SAJA will communicate to the applicant a pending decision not to employ or engage them because of their criminal history and the reasons for this decision.

Attachment 2: SCREENING REQUIREMENTS

2.5 – Ensuring procedural fairness if a person has a criminal history

New staff, members and volunteers:

New applicants for employment, membership and volunteers will be provided with the opportunity to confirm or dispute the information contained within the National Police Certificate report and to provide contextual information if they wish before the assessment is conducted.

SAJA will communicate to the applicant a decision not to employ or engage them or to accept their application for membership. They will not be provided with the reasons for this decision. There will be no appeal to this decision.

2.6 – Records management

SAJA will take specific actions to store and record information obtained through conducting a criminal history assessment. This includes taking measures to ensure information is protected and confidentially stored and safeguards to protect against loss, unauthorised access, modification, disclosure or other misuse.

Criminal history information will not be retained once a decision has been made regarding the person's suitability to work with children. No criminal history information will be retained beyond three months.

SAJA will retain the following information regarding their decision:

- That a criminal history report was obtained
- How the criminal history information affected decision making processes
- Statutory declarations (where applicable)

The attached criminal history assessment template will be used to record this information.

2.7 - Exemptions from the requirement to conduct criminal history assessments

In accordance with guidelines SAJA has agreed to exempt the following persons from the requirement to undertake a criminal history assessment, unless that person is also involved in a function or event conducted by SAJA its affiliated associations or clubs which involves the care of children in overnight accommodation.

- A person volunteering in an activity in which their child ordinarily participates;
- A person who volunteers who is less than 18 years of age;
- A person working or volunteering for a short-term event or activity of less than 10 days duration or for no more than 1 day in any month;
- A person occupying a position in which all work involving children is undertaken in the physical presence of the child's parents or guardians and in which there is ordinarily no physical contact with the children;
- A person who undertakes, or a position that only involves, work that is primarily provided to adults or the community generally and is not provided to any child on an individual basis;
- An organisation that provides equipment, food or venues for children's parties or events but does not provide any other services to children;
- A person who has regular contact with a child as part of an employment relationship with that child (such as a person working alongside a child or supervising an employee who is a child);
- A person who is appointed as a police officer or is a registered teacher. (Police officers and teachers are already subject to comprehensive criminal history assessments as a prerequisite for employment).

Attachment 2:

CRIMINAL HISTORY ASSESSMENT FORM

Name of person	
Description of position that the person occupies or will occupy	
The person provided, or consented to providing, acceptable evidence relating to their criminal history <i>(For example, an original or certificate copy report of his/her police certificate, a letter of clearance or an interstate working with children clearance.)</i> See Standards 1 – 4	Yes Record type of evidence accepted (e.g. police certificate, letter of clearance, interstate clearance) No A person who does not provide evidence, or consent to evidence being obtained, is precluded from engagement to work with children in a prescribed position.
Date evidence requested	
Date evidence received	
The police certificate or other evidence disclosed no convictions	
The police certificate or other evidence disclosed a conviction requiring further assessment	
The police certificate or other evidence disclosed convictions that indicate a prima-facie risk of harm See Standard 5	Ensure there is evidence on file regarding the further assessment that was undertaken and the result of the assessment.
The police certificate or other evidence disclosed convictions that potentially indicate a unsuitability to undertake prescribed functions See Standard 5	Ensure there is evidence on file regarding the further assessment that was undertaken and the result of the assessment.

Name of Assessor (s): _____

Position/Title: _____

Signature: _____

Attachment 2:

CRIMINAL HISTORY ASSESSMENT REGISTER

Name	Position	Police Certificate Reference Number (or other acceptable evidence)	Date of certificate or other evidence*	Date for renewal**

* This date refers to the day that the police certificate or other evidence was received and not the day the assessment was completed.

** The date of renewal is a maximum of three years from the day the police certificate or other evidence was issued.

Attachment 3:

Process for dealing with members charged with, or under investigations for, a criminal offence

This process sets out the procedure that SAJA will follow in the event that it becomes aware that a member has been charged with, or is being investigated for, a relevant criminal offence.

Guiding Principle

The paramount consideration is the rights, interests and wellbeing of children and their protection from harm.

Procedure

3.1 Risk Assessment

In the event that SAJA becomes aware that a member has been charged with, or is being investigated for, a relevant criminal offence, the managing authority of SAJA or senior appointed officers shall make a risk assessment of the risk of harm to children and consider taking protective action.

The risk assessment will:

- Be conducted in accordance with the guidelines and principles set out under Standard 5 of the *Child Safe Environments: Standards for dealing with information obtained about the criminal history of employees and volunteers who work with children*;
- Recognise that an investigation or charge does not mean that the person is guilty and that the matter needs to be resolved through proper legal avenues;
- Consider all matters on an individual basis and include an assessment of all relevant circumstances;
- Provide the member an opportunity to make submissions on whether he or she had been charged with an offence warranting some action, and what action should be taken;
- Be made in accordance with the principles of natural justice and procedural fairness. Assessment procedures will be transparent, documented and consistently applied;
- Not compromise any police investigations or evidence.

Attachment 3:

Process for dealing with members charged with, or under investigations for, a criminal offence

3.2 Outcome

Where the outcome of the risk assessment is that protective action is necessary, SAJA may:

- Control or supervise contact between the member and children
- Prevent contact between the member and children
- Remove the member from duties until the outcome of the investigation or charge is known;
- Take any other action that is necessary and reasonable in the circumstances.

3.3 Voluntary removal of member pending outcome of charge or investigation

Where the risk assessment determines that protective action is necessary against a member to safeguard and protect children, SAJA will give the member the opportunity to voluntarily remove him or herself from activities until the outcome of the charge or investigation is known.

3.4 Resolution to suspend or remove member

In the event that the member will not voluntarily remove him or herself from activities until the outcome of the charge or investigation is known, SAJA will put forward a resolution to the committee to suspend or temporarily remove the member.

The outcome of the resolution will be recorded in the committee's minutes and then implemented.

The outcome recorded in the committee minutes will not contain unnecessary information relating to the investigation or charge or identify (directly or indirectly) any junior members.

Attachment 3:

Process for dealing with members charged with, or under investigations for, a criminal offence

3.5 Glossary

Relevant criminal offence: means an offence that indicates a prima-facie risk of harm or that potentially indicates unsuitability to work with children.

Natural justice: means observing the following principles:

people are entitled to be informed of allegations made against them all persons affected by a decision should be given the relevant information to enable an informed submission to be made to the decision-maker or person subsequently reviewing a decision

during the review of a decision, all persons affected by a decision should have an opportunity to put their case, relevant arguments should be heard, and relevant information should be accessible to all parties
decision-makers act fairly and impartially.

Offence that indicates a prima-facie risk of harm: has the same meaning as described under Standard 5 of the *Child Safe Environments: Standards for dealing with information obtained about the criminal history of employees and volunteers who work with children*.

Offence that potentially indicates unsuitability to work with children: Has the same meaning as described under Standard 5 of the *Child Safe Environments: Standards for dealing with information obtained about the criminal history of employees and volunteers who work with children*.

Member: means a member of SAJA.

Risk assessment in the context of child protection 'refers to a process of evaluating the information received to reach a decision about the risk of harm a person may pose to children'. (*Child Safe Environments: Standards for dealing with information obtained about the criminal history of employees and volunteers who work with children*).

Attachment 4: REPORTING FORMS

RECORD OF COMPLAINT

Name of person receiving complaint		Date: / /
Complainant's Name	Over 18 Under 18	
Complainant's contact details	Phone: Email:	
Complainant's role/status in Club	Administrator (volunteer) Athlete/player Coach/Assistant Coach Employee (paid) Official Parent Spectator Support Personnel Other	
Name of person complained about	Over 18 Under 18	
Person complained about role/status in Club	Administrator (volunteer) Athlete/player Coach/Assistant Coach Employee (paid) Official Parent Spectator Support Personnel Other	
Location/event of alleged issue		
Description of alleged issue		

Attachment 4: REPORTING FORMS

RECORD OF COMPLAINT

Nature of complaint (category/basis/grounds) Can tick more than one box	<table border="0"> <tr> <td>Harassment or Sexual/sexist methods</td> <td>Discrimination Selection dispute</td> <td>Coaching</td> </tr> <tr> <td>Sexuality</td> <td>Personality clash</td> <td>Verbal abuse</td> </tr> <tr> <td>Race</td> <td>Bullying</td> <td>Physical abuse</td> </tr> <tr> <td>Religion</td> <td>Disability</td> <td>Victimisation</td> </tr> <tr> <td>Pregnancy</td> <td>Child Abuse</td> <td>Unfair decision</td> </tr> <tr> <td colspan="3">Other</td> </tr> </table>	Harassment or Sexual/sexist methods	Discrimination Selection dispute	Coaching	Sexuality	Personality clash	Verbal abuse	Race	Bullying	Physical abuse	Religion	Disability	Victimisation	Pregnancy	Child Abuse	Unfair decision	Other		
Harassment or Sexual/sexist methods	Discrimination Selection dispute	Coaching																	
Sexuality	Personality clash	Verbal abuse																	
Race	Bullying	Physical abuse																	
Religion	Disability	Victimisation																	
Pregnancy	Child Abuse	Unfair decision																	
Other																			
What they want to happen to fix issue																			
Information provided to them																			
Resolution and/or action taken																			
Follow-up action																			