

## JETS GYMNASTICS CHILD SAFE AND CHILD FRIENDLY POLICY

Policy Owner: **Human Resources**

Date Reviewed: **July 2025**

Next Review: **July 2026**

### 1. INTRODUCTION

**1.1** Jets Gymnastics is committed to Child Safety and wants children and young people who participate in its activities to be safe, happy, and empowered. Jets Gymnastics supports and respects children, young people, staff, volunteers, and participants.

**1.2** The aim of this Policy is to protect the safety of children while in our care. We are committed to preventing and removing risks. Jets Gymnastics has zero tolerance for child abuse, and all allegations and safety concerns will be treated seriously, fully investigated, and handled with maximum confidentiality and discretion.

**1.3** Should a person wish to make enquiries in relation to this Policy, please contact the Jets Gymnastics Management Team via:

- Email: **[childsaf@jetsgym.com.au](mailto:childsaf@jetsgym.com.au)**
- Or: **[contact@jetsgym.com.au](mailto:contact@jetsgym.com.au)**

### 2. POLICY STATEMENT

**2.1** Jets Gymnastics is committed to providing the highest level of membership service. This includes protecting members' privacy, promoting positive behaviours and attitudes, and ensuring the health, safety, and wellbeing of members, including children and young people.

**2.2** Jets Gymnastics considers that the health, safety, and well-being of children takes priority over all other competing considerations.

**2.3** Jets Gymnastics has a zero tolerance to child abuse and is committed to promoting and protecting children from abuse and neglect to the greatest extent possible. All children have equal rights to protection from child abuse, regardless of sex, religion, disability, or sexual orientation.

**2.4** Child protection is a shared responsibility between Jets Gymnastics, its employees, parents/guardians, coaches, spectators, volunteers, and members of the gymnastics community.

**2.5** Jets Gymnastics supports the active participation of all children. We listen to their views, respect what they say, and involve them in decisions, where appropriate, especially about matters that directly affect them.

## 2.6 Jets Gymnastics is committed to the cultural safety of:

- Aboriginal and Torres Strait Islander children
- Children from culturally and linguistically diverse backgrounds
- Children living with a disability

## 2.7 Jets Gymnastics promotes fairness and consideration for all staff, volunteers, and participants.

## 3. SCOPE

**3.1** This Policy applies to participants, parents, spectators, coaches, judges, and staff across all Jets Gymnastics events and activities.

**3.2** This Policy also applies retrospectively to any person following the cessation of their association or employment with Jets Gymnastics.

## 4. RELATED DOCUMENTS & LEGISLATIVE REQUIREMENTS

This Policy must be read in conjunction with:

### 4.1 Relevant Commonwealth and Victorian legislation, including but not limited to:

- *Children, Youth and Families Act 2005 (Vic)*
- *Child Wellbeing and Safety Amendment (Child Safe Standards) Act 2015 (Vic)*
- *Crimes Act 1958 (Vic)*
- *Working with Children Act 2005 (Vic)*
- *Jets Gymnastics policies and procedures.*

## 5. DEFINITIONS

- **Child:** A person involved in the activities of Jets Gymnastics (including athletes) under the age of 18 years.
- **Child protection:** Any responsibility, measure, or activity undertaken to safeguard children from harm.
- **Sexual offence:** Any act which exposes a child to, or involves a child in, sexual processes beyond their understanding or contrary to accepted community standards (includes grooming).
- **Mandatory reporter:** A person legally required to report to DHHS or Police if they reasonably believe a child is in need of protection (e.g., teachers, psychologists, nurses, doctors).

## 6. RECOGNISING AND REPORTING CHILD ABUSE

If concerned about an **immediate risk**, phone **000**.

#### Categories of child abuse include:

- **Physical abuse:** Non-accidental injury.
- **Sexual abuse:** Exploitation or sexual activity involving a child.
- **Emotional/psychological abuse:** Harm that damages a child's emotional or intellectual development.
- **Neglect:** Failure to provide basic needs (food, safety, supervision, medical care).

**Mandatory reporters** must notify DHHS or Police when they believe a child has suffered or is likely to suffer significant harm.

#### Reasonable grounds for belief include:

- A child states they have been abused.
- Someone reports abuse of a child.
- Observed behaviours indicate abuse.
- Signs of injury or neglect raise concern.

**Voluntary reporters:** Any person may report if they reasonably believe a child is at risk.

**Legal obligation:** Any person who reasonably believes a sexual offence has been committed against a child under 16 must notify Police (*Crimes Act 1958*).

## 7. JETS GYMNASTICS' APPROACH TO REPORTS OF ABUSE

- We support and encourage all reports made in good faith.
- Staff will not be penalised for reporting.
- Allegations against staff or volunteers: accused person will be withdrawn from active duty and placed under investigation.
- Confidentiality and procedural fairness will be maintained.
- Jets will cooperate fully with Police, DHHS, Gymnastics Australia, and Sport Integrity Australia.

## 8. ENGAGING NEW PERSONNEL

**8.1** Jets Gymnastics requires all staff, Board members, event personnel, and volunteers to:

- Hold a valid **Working With Children Check (WWCC)**
- Provide other checks (e.g., Police check) as required
- Undergo **reference checks** before appointment

- Complete **child safety training** and acknowledge understanding of this Policy

**8.2** Recruitment records (WWCC, qualifications, certificates) are maintained in HR systems and reviewed regularly.

## 9. RISK MANAGEMENT APPROACH

Child safety is embedded in Jets Gymnastics' overall risk management.

- Regular child abuse risk assessments are conducted across all centres and programs.

## 10. POLICY BREACHES

Any breach of this Policy may result in disciplinary action or termination of association with Jets Gymnastics.

## 11. POLICY PROMOTION

- Available via Jets website: [www.jetsgym.com.au/policies](http://www.jetsgym.com.au/policies)
- Communicated to all staff and members
- Copies displayed at venues, including a **child-friendly version**

## 12. REVIEW PROCESS

- Reviewed biennially, or in response to recommendations/risks
- Feedback can be sent to: **childsafe@jetsgym.com.au** or **contact@jetsgym.com.au**
- Approved updates will be circulated via website or internal communication

## 13. CHILD SAFE AND CHILD FRIENDLY GUIDELINES

- **Change Rooms & Bathrooms:** Staff/volunteers do not enter when gymnasts are present.
- **Adults under investigation:** Prohibited from participation until cleared.
- **Coach Assistance (Spotting):** Used only when necessary, explained clearly, consent sought, with another adult present.
- **CCTV:** Used only in communal spaces, managed under privacy laws.
- **Media & Social Media:** Photos/videos taken only with consent, securely stored, no personal posting by staff. Consent may be withdrawn at any time by contacting **childsafe@jetsgym.com.au**.

## SUMMARY

### OUR COMMITMENT TO YOUR CHILD'S SAFETY

#### Our Promise

- Zero tolerance for child abuse
- All staff hold WWCCs
- Coaches are trained in child safety and mandatory reporting
- Regular safety and risk reviews

#### Your Child's Rights

- To feel safe and respected
- To be listened to
- To speak up if something feels wrong

#### Physical Contact

- Spotting only for safety
- Explained to the child beforehand
- Always with another adult present

#### Bathrooms & Change Rooms

- Adults do not enter change rooms when children are present
- Children use bathroom partners

#### Photos, Videos & Social Media

- Used for training, memories, or promotion only with consent
- No posting without media permission
- No personal sharing by staff

#### CCTV

- Used in public areas only
- Never in bathrooms/change rooms
- Securely stored, reviewed only if needed

#### Reporting Concerns

- Email: [childsaf@jetsgym.com.au](mailto:childsaf@jetsgym.com.au)
- Or speak to your Centre Manager