

THE SAFETY AND WELLBEING OF CHILDREN, YOUNG PEOPLE AND VULNERABLE PEOPLE POLICY

PURPOSE

Maccabi has a zero-tolerance policy to harm, abuse and/or neglect of a Child/Young Person in any form.

Maccabi is committed to safeguarding and promoting the welfare of children/young people in Maccabi activities by providing a safe and inclusive environment and by ensuring that everyone involved in Maccabi is educated and informed of their responsibilities to protect and look after children/young people.

All Children/Young People have the right to feel safe and protected from all forms of abuse, harm, and neglect. Children/Young People have the right to take part in sport in a safe, positive, and enjoyable environment.

This policy is part of Maccabi's protective and preventative approach to upholding its commitment to safety, wellbeing, participation and empowerment of all children/young people who participate in Maccabi activities.

The Policy seeks to ensure that everyone involved in Maccabi are aware of their rights and responsibilities in relation to children and young people. This policy sets out the standard of behaviour expected of those involved and the behaviours that are not acceptable ('Prohibited Conduct').

This policy recognises that relevant child protection legislation is in place, and that each Maccabi Representative and Maccabi organisations must comply with requirements.

PROHIBITED CONDUCT

Maccabi Representative

A Maccabi representative commits a breach of this policy when they:

- are found guilty of any breach of a relevant state or territory or Commonwealth law relating to or involving Child Abuse or Grooming; or
- 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 or Young Person:
 - Harmful Behaviours Towards a Child or Young Person;
 - Bullying;
 - Discrimination;

- Victimisation;
- Vilification;
- request or infer that the Child or Young Person keep any communication secret from their parents/carer, or other Maccabi representative such as a coach or administrator, or Maccabi organisation (excluding ordinary peer to peer interactions between Children and Young People);
- supply alcohol, or drugs (including tobacco and e-cigarette products) to a Child or Young Person;
- supply medicine to a Child or Young Person, except for:
 - when permitted by law; and
 - where the Relevant Person reasonably believes that the medicine is necessary for lifesaving medical treatment; or
 - with the consent of the parent, guardian, or carer of the Child or Young Person and under a valid prescription for that Child or Young Person and at the prescribed dosage.
- do not comply with the Child/Young Person Safe Practices as set out in Maccabi's Child/Young Person Safe Practices (appendix 1) that are applicable to all Maccabi representatives.

Maccabi Organisations

A Maccabi organisation commits a breach of this policy when it:

- engages a person who does not have a satisfactory WWCC in the relevant states;
- does not confirm the validity of a Relevant Person's WWCC currency;
- does not undertake any screening measures when appointing a person to a child-related position;
- does not obtain adequate informed consent from Approved Person/s prior to any sport sanctioned transportation or overnight accommodation of Children/Young People; or
- has knowledge of and does not report a breach of prohibited conduct to a Maccabi representative.

REQUIREMENTS OF MACCABI REPRESENTATIVES AND MACCABI ORGANISATIONS

Maccabi representatives must always:

- comply with the requirements of reporting a child related concern (appendix 2)
- comply with the child safe practices (appendix 1)
- report any concerns or allegations of Prohibited Conduct involving any Maccabi representative or Maccabi organisation;
- provide true and accurate information during recruitment and screening;
- comply with all obligations that they are subject to under the relevant child safeguarding legislation; and
- comply with all legislative obligations that they are subject to in relation to

reporting suspected child abuse or a WWCC.

Maccabi organisations must:

- Maccabi organisations must:
 - Child Safe Commitment;
 - Child Safe Practices; andIncluding reviewing and amending those requirements in accordance with all relevant legislation;
- ensure that all staff/volunteer WWCC numbers are valid and verified
- comply with the 'Reporting a child related concern' (appendix 2)
- recognise any sanction imposed under this policy
- take all steps to enforce any sanction imposed under this policy and Maccabi's incidents, complaints and disputes policy.

REPORTING

- Allegations of Prohibited Conduct under this Policy may be submitted to the National Integrity Manager and will be managed in accordance with the Complaints, Incidents and Dispute Policy.
- Where a Maccabi Organisation becomes aware of a potential breach of this Policy and the information known about that potential 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:
 - the Maccabi organisation must comply with the requirements of 'Reporting a child related concern' (appendix 2). 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;
 - the Maccabi organisation 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.