



**THE
RUN BEYOND
PROJECT**

**CHILD SAFE
POLICY**

EFFECTIVE from FEBRUARY 2024



CHILD SAFE POLICY

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CHILD SAFE POLICY

1. Principles

The Run Beyond Project (RBP) has a zero tolerance policy to child abuse and any conduct that puts the safety and wellbeing of students, children and young people at risk. Our approach is guided by the following key principles:

- We are committed to providing safe and supportive environments where students, children and young people are protected from all forms of child abuse and neglect.
- We aim to create an inclusive culture in the delivery of our programs, where our students feel a sense of belonging. Our guiding value of inclusion centers around overcoming exclusion, encouraging participation and promoting diversity within the running community and beyond.
- We ensure that those who deliver our programs are informed about the importance of child safety.
- We operate both within and outside of the school environment and will comply with all policies, procedures and processes of the delivering school.
- We are committed to implementing the National Principles for Child Safe Organisations.

2. Purpose

The purpose of this Policy is to outline:

- Our approach to ensuring the safety and wellbeing of all students, children and young people participating in our programs and activities.
- Our expectations for staff, volunteers and implementing teachers on conduct and practices which keep students, children and young people safe.
- How we meet our legal obligations under child protection and child safety legislation and the National Principles for Child Safe Organisations.

3. Scope

This policy applies to anyone who works, volunteers or participates in RBP programs and activities, including:

- RBP Board Members
- RBP staff
- Teachers implementing RBP in their schools
- Volunteers supporting RBP programs and activities
- Students, children and young people participating in RBP program and activities.

4. Child Safe Obligations

All people bound by this policy must:

- Treat all students, children and young people with respect.
- Comply with all legislation relating to child protection, including mandatory reporting requirements in their state or territory.
- Comply with their school child safe policies and procedures, including where applicable, reporting for child safety.
- Report any concern, allegation or disclosure relating to child safety, including child abuse or inappropriate conduct.
- Not engage in any form of inappropriate conduct.
- Comply with the RBP child safe practices (section 11).

Inappropriate Conduct

All people bound by this policy must not engage in any form of inappropriate conduct with a student, child or young person, including:

- Child Abuse, including sexual, physical and emotional.
- Sexual behaviours, including any form of sexual harassment such as sexual comments, jokes, questions of a personal nature or inappropriate physical touch.
- Harmful training methods, such as physical punishment or forcing a student, child or young person to train or compete when ill or injured.
- Threatening or humiliating a student, child or young person.
- Disciplinary action that involves physical punishment.
- Use of inappropriate language, including swearing, excessive criticism or language that culturally insensitive.
- Taking inappropriate photos or images of a child or young person.
- Bullying, discrimination or harassment.
- Requesting or inferring that a student, child or young person keep any communication secret from their parent or carer.
- Supplying alcohol or drugs to a student, child or young person.

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5. Responsibilities

Who	Responsibilities
Board members	Approve the Child Safe Policy Promote a child safe culture. Ensure that staff and implementing teachers are aware of the Child Safe Policy and their legislative responsibilities related to child safety. Ensure compliance with child protection and child safety legislation. Implement the National Principles for Child Safe Organisations. Maintain records related to staff and implementing teacher WWCC. Manage all concerns, allegations and disclosures related to child safety.
Staff and volunteers	Comply with this Policy, including the child safe practices. Complete child safety training as directed. Comply with child protection and child safety legislation. Appropriately report potential risk to child safety, including any breaches of this Policy.
Implementing teachers	Comply with this Policy, including the child safe practices. Comply with all school policies related to child safety and child protection reporting. Attend teacher training within the first year of implementation. Comply with child protection and child safety legislation. Appropriately report potential risk to child safety, including any breaches of this Policy.

6. Inclusion and diversity

The RBP implements its programs with students, children and young people who come from diverse cultures, background and experiences, and is committed to ensuring that individual needs are recognized, respected and that barriers to inclusion are removed.

The RBP will use accessible, child friendly and culturally safe information when conducting classroom activities and will ensure that program related material is available in formats which support participation.

The RBP will comply with accessibility, anti discrimination and diversity & inclusion policies of the implementing school.

7. Screening and Recruitment

All Board members, staff and implementing teachers are required to hold and maintain a valid Working with Children Check, or equivalent, in the state or territory in which the program is being delivered.

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Volunteers who are supporting RBP programs and activities are required to obtain a WWCC unless:

- They are a parent or carer of a student; or
- They will not have any direct contact with students, children or young people (for example, helping at a fundraising event).

Any person bound by the Policy must notify the RBP immediately if they are charged with, or found guilty of, any breach of child protection legislation or any crime which would result in the revocation of their WWCC.

The RBP will maintain a register of WWCC details for all Board members, staff and implementing teachers. Where required by state law, the RBP will conduct verification of WWCC.

8. Teacher Training

All implementing teachers must be registered with the relevant state Teacher Registration agency. Implementing teachers must complete their school or state child protection induction or training program, prior to commencement with the RBP.

The RBP conducts annual teacher training for implementing teachers. Teacher training included a session on child safety and mandatory reporting. Implementing teachers are required to attend a teacher training day during the first year of implementation at their school.

The RBP also encourages teachers to complete the Sport Integrity Australia Child Safeguarding elearning.

9. Engagement with children and families

The RPP promotes empowerment by encouraging young people to set goals and take responsibility for making decisions about their future. We engage our students in the delivery of our project and actively seeks to have students and their parents or carers involved in the program.

The RBP will ensure that students, children, young people and their families are informed about our programs, and have access to information related to child safety, including how to raise concerns. We will always ensure that we communicate with students in an age-appropriate way.

The RBP seeks informed consent from both students and their parents or guardian prior to participation in RBP programs. Written consent must be obtained where a student will be taken off school grounds.

The RBP seeks feedback from students and their parents at the conclusion of each program. This feedback is used to improve our program delivery and ensure that it is safe and inclusive.

10. Child Safety Reporting

Reporting obligations

The RBP encourages all people, including students, children and young people, to speak up when they have a concern relating to the safety of a child or young person.

All RBP Board members, staff, volunteers and implementing teachers have a responsibility to report any concerns, allegation or disclosure about the safety of students, children and young people, including:

- child abuse or neglect;
- inappropriate conduct;
- concerns related to mental health;
- breaches of this Policy, including the Child Safe Practices.

Failure to report will be considered a breach of this Policy and will result in removal from the RBP.

All implementing teachers must comply with their school and state education department child protection policy, including all policies related to responding to and reporting students at risk of harm (mandatory reporting). Where an implementing teacher reports a concern related to child or young person under their school policy, which is not related to the RBP program delivery, they are not required to report to the RBP.

Reporting mechanisms

If a student, child or young person is at risk of immediate harm, call 000 for police or medical assistance.

Where a person has a concern relating to child abuse, mandatory reporting must be undertaken and the concern reported to the relevant child protection agency.

- Implementing teachers should follow their relevant school reporting policy.
- All other persons bound by this policy should report the concern to the RBP Board at contact@therunbeyondproject.com

Where a person has a concern related to a RBP board member, staff, volunteer or an implementing teacher, including inappropriate conduct or a breach of the child safe practices, they should report the concern to the RBP Board at contact@therunbeyondproject.com. Reporting to the RBP Board should be undertaken regardless of whether they are also required to report it under another Policy (eg school policy).

The RBP Board is committed to treating all concerns seriously and aims to address concerns quickly. All concerns raised will be reviewed, and where appropriate, investigated.

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The RBP will implement appropriate risk mitigation strategies while a concern, allegation or disclosure is being investigated. This may include putting a school program on hold, providing additional supervision, or provisional suspension of a person from the RBP programs and activities.

The RBP will ensure that all persons raising a concern will be treated with respect and have their privacy and confidentiality maintained.

Support

Where a complaint is initiated by a student, child or young person, the RBP will ensure that support is provided and that flexibility and adjustments are made to ensure that the welfare of the child is maintained throughout any complaint process.

Support should include maintaining a calm open manner when listening to any allegations and disclosures, while avoiding seeking detailed information or asking leading questions.

Further support for the student, child or young person, their families and others involved may be required, including a referral to wellbeing or healthcare professionals, school counsellors or external support providers.

11. Child Safe Practices

The child safe practices outline the RBP expectations on the behaviour and practices which all people involved in our program abide by, to keep students, children and young people safe.

Professional boundaries

You must establish and maintain professional boundaries when interacting with students. Professional boundaries ensure that the nature of the relationship between an adult and a young person does not move from a professional one to a personal one and becomes harmful or exploitative for the young person or their family.

You must not:

- Provide support which is outside of the scope of the RBP, including babysitting, gifts, presents or financial assistance.
- Have one on one contact with a student outside of authorised or official RBP programs or activities.

Language and positive guidance

You must ensure that language is clear, direct and positive when delivering the RBP programs or activities. Clear

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limits on acceptable behaviour should be established so that everyone can have a positive experience.

Behaviour management strategies should be in line with school policy, and must be fair, respectful and appropriate to the RBP and take into account the diverse needs of our participants. The RBP encourages personal commitment as a core principle, however, it is a voluntary program.

You must not:

- Use language that is
 - discriminatory, racist, or sexist;
 - derogatory, belittling, or negative, for example, by calling a young person a 'loser' or telling them they are 'too fat' or too slow'
 - unreasonably or unnecessarily threatening or frightening; or
 - profane or sexual.
- Use disciplinary techniques that:
 - Involve physical punishment;
 - Is degrading, cruel, frightening or humiliating
 - Uses unnecessary exclusion, unless for personal safety or the safety of others.

Physical contact

You must ensure that any physical contact is necessary and appropriate to the delivery of the RBP, such as providing technique guidance or administering first aid.

You should obtain the consent of the student prior to having any form of physical contact.

You must not:

- Touch another person in a way that is inappropriate or sexual.
- Cause physical pain or distress.
- Use physical restraint.

Supervision & Excursions

You must ensure that students are adequately supervised when participating in the RBP programs and activities. This includes when on school premises and on excursions.

Implementing teachers must have a register of student contact numbers and parent/carer contact numbers, in case of emergency.

When undertaking an excursion off school premises, or outside of school hours, implementing teachers must ensure that the school permission and excursion process is followed, including obtaining parental consent. A

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risk assessment must be completed for all excursions.

For all excursions, arrangements must be made to ensure that students are able to get home safely at the conclusion of an event. Where the RBP is not providing official transport (for example, after school training), implementing teachers should remain until all students have been collected or accessed their transport home.

Any excursion which involves an overnight stay must be approved by the RBP prior to departure. Where the RBP program or activity has students from more than one gender, a minimum of one supervisor for each gender is required. It is the RBP preference that two supervisors attend all overnight stays (eg one teacher + one volunteer/parent)

Written parental consent is required for all overnight stays. Where possible, parents should be welcome to attend (at their own cost) any excursions which require an overnight stay.

During overnight stays:

- Students must not be sharing a room with an implementing teacher or supervisor (unless the supervisor is also their parent).
- Students must be given privacy for the purposes of changing and bathing.
- Students must not be left alone, or under the supervision of unauthorized persons, such as accommodation staff.
- Students must have the right to contact their parent or guardian at any time, if they feel unsafe, uncomfortable or distressed.
- Implementing teachers, supervisors or volunteers must not shower or get changed in the presence of students.

Electronic communication and photography

You must ensure that all electronic communication is necessary and appropriate to the delivery of the RBP, such as sending out information related to training times.

You should use group formats to engage with students (for example, a group facebook page or chat platform). Where possible, the school communication platforms should be utilized. Parents should be advised of how communications are delivered.

Consent must be obtained prior to taking photographs of a student or other child or young person. This includes written consent from the parent or guardian, and consent from the student or young person.

All photographs of students, children and young people must be directly related to their participation in the RBP.

Photographs of students, children or young people must only be used on official RBP or school channels and

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platforms. Implementing teachers should not post photographs on their personal social media accounts.

Drugs and alcohol

You must not use, possess or be under the influence of an illicit drug or alcohol when conducting RBP programs or activities.

You must not supply any drugs or alcohol to students, children or young people.

Where a student, child or young person requires medication, you should only administer this in line with the prescribed dosage or prescription, and with their consent, and the consent of a parent or guardian.

12. Definitions

Term
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 means a person who is under the age of 18 years.
<p>Child Abuse means;</p> <p>(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:</p> <ul style="list-style-type: none"> 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. <p>(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:</p> <ul style="list-style-type: none"> 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. <p>(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.</p> <p>(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</p>

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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.

Implementing teacher means a teacher at a participating school who is registered with the RBP as the project lead for that school.

School means any public, private or religious educational institution which is registered to deliver the RBP programs or activities.

Staff means any person undertaking paid work for the RBP, either as a direct employee or someone contracted to provide services to the organization.

Student means a participant of a RBP program or activity, who is also attending a school. A student may be a child or young person or over 18.

Volunteer, means any person engaged with the RBP or helping at RBP programs and activities, who is not otherwise a Board member, staff or implementing teacher, including school staff, teachers, parents or carers that volunteer, supporters and previous participants.

13. National Principles for Child Safe Organisations

National Principles for Child Safe Organisations

1. Child Safety and wellbeing is embedded in organisational leadership, governance, and culture.
2. Children and young people are informed about their rights, participate in decisions affecting them and are taken seriously
3. Families and communities are informed and involved in promoting child safety and wellbeing
4. Equity is upheld and diverse needs respected in policy and practice
5. People working with children and young people are suitable and supported to reflect child safety and wellbeing values in practice
6. Processes for complaints and concerns are child focused
7. Staff and volunteers are equipped with the knowledge, skills and awareness to keep children and young people safe through ongoing education and training
8. Physical and online environments promote safety and wellbeing, while minimising the opportunity for children and young people to be harmed
9. Implementation of the National Child Safe Principles is regularly reviewed and improved
10. Policies and procedures document how the organisation is safe for children and young people