



Stealers Baseball and Softball Club Inc
ABN 21 664 105 236

Child Safe Policy

Version: 1.0

Date: May 2026

Approved by: Committee of Stealers Baseball and Softball Club Inc

Next review: By 15 May 2029

1. Purpose of this Policy and Statement of Commitment to Child Safety

Stealers Baseball and Softball Club Inc is fully committed to the safety, wellbeing, participation and empowerment of all children and young people who take part in our activities. We believe every child has the right to feel safe, respected and protected from all forms of abuse, harm, neglect or exploitation while involved in baseball and softball at our club. We have zero tolerance for child abuse in any form. All allegations, concerns or safety issues will be taken seriously and responded to promptly, fairly and in accordance with our legal and moral obligations. To create and maintain a child-safe environment we commit to the following:

- Promoting a culture where children are valued, listened to and taken seriously.
- Implementing robust recruitment, screening and onboarding processes (including Working with Children Checks and reference checks) to ensure all adults working or volunteering with children are suitable.
- Providing ongoing training and education for our committee members, coaches, officials, volunteers and staff on child safety, recognising and responding to risks, and appropriate behaviour.
- Having clear policies, codes of conduct and procedures that outline expected standards of behaviour in both physical and online environments.

- Encouraging open communication so children, parents, carers, members and the wider community know how to raise concerns or make complaints and are confident they will be acted upon.
- Identifying and managing risks to children in all club settings, including training, games, travel, online communications and social media.
- Promoting cultural safety for Aboriginal and Torres Strait Islander children, cultural safety for children from culturally and linguistically diverse backgrounds, and full inclusion and safety for children with a disability.
- Complying with all relevant legislation, including the Children's Guardian Act 2019 (NSW), the Child Protection (Working with Children) Act 2012 (NSW), and the National Integrity Framework (including Baseball Australia's Safeguarding Children and Young People Policy).

This Statement of Commitment to Child Safety forms part of our broader Child Safe Policy and will be published on our club website and social media pages, made available in simple, child-friendly language, prominently displayed at club grounds and clubrooms, and communicated to all members, parents/carers and participants at the start of each season. This policy has been developed in line with the 10 Child Safe Standards, the Office of the Children's Guardian (OCG) Handbook Understanding and Developing a Child Safe Policy, and Baseball Australia's Safeguarding Children and Young People Policy.

2. Scope and Audience

This Child Safe Policy applies to everyone associated with Stealers Baseball and Softball Club Inc, including:

- All committee members, office bearers and staff (paid or unpaid)
- Coaches, assistant coaches, team managers and officials
- Volunteers and contractors
- Players and participants of all ages (including children and young people)
- Parents, carers, guardians and family members
- Spectators and visitors to club activities, training, games, events and online platforms

The policy applies at all club-related activities, whether on-site, off-site, during travel, overnight stays, or in online environments (e.g. social media, messaging apps, email, club websites or apps used for fixtures and communication).

3. Responsibilities

Everyone at the club has a role in keeping children safe:

- Committee / Club Leadership: Overall accountability for child safety; ensure all policies are implemented, reviewed and resourced; appoint a Child Safe Officer (or equivalent) to oversee compliance.
- Designated Contact Person/ MPIO: Primary point for child safety concerns; coordinate training, risk assessments and reporting; maintain records of WWCC verifications.
- Coaches, Officials, Volunteers and Staff: Act as positive role models; maintain appropriate boundaries; complete required screening and training; report any concerns immediately.
- Parents / Carers / Guardians: Support the club's child safe practices; discuss child safety with their children; report concerns promptly.
- Children and Young People: Have the right to feel safe and to speak up if they feel unsafe; are encouraged to report concerns to a trusted adult.
- All Members and Spectators: Comply with the Code of Conduct; contribute to a positive, respectful environment.

4. Definitions of Child Abuse, Grooming and Bullying

Child Abuse includes:

- Physical Abuse: Application of physical force that may cause injury (e.g. hitting, shaking, throwing, burning).
- Emotional / Psychological Abuse: Repeated rejection, criticism, teasing, ignoring, threats, scapegoating or exposure to violence.
- Sexual Abuse: Involving a child in any sexual activity (contact or non-contact) by an adult or person in a position of authority.
- Neglect: Persistent failure to meet a child's basic needs (food, shelter, supervision, medical care).
- Exposure to Family and Domestic Violence: Witnessing or being exposed to abusive behaviour in the home.

Grooming: Behaviours that manipulate or control a child, their family or support networks with the intention of gaining access to the child, obtaining compliance, maintaining silence, and avoiding discovery of sexual abuse. Bullying: Repeated and intentional use of words or actions (or inappropriate use of power) against a child to cause distress and risk to their wellbeing, whether in-person or online. (Definitions adapted from Baseball Australia's Safeguarding Children and Young People Policy and the National Integrity Framework.)

5. Related Policies

This Child Safe Policy works together with:

- Statement of Commitment to Child Safety (above)
- Child Safe Code of Conduct
- Human Resources / Recruitment Policy
- Complaint Management Policy and Procedure
- Child Safe Risk Management Plan
- Baseball Australia's Safeguarding Children and Young People Policy and National Integrity Framework

All policies are available on the club website or by request from the Secretary or Child Safe Officer.

6. Recruitment Procedures

Stealers Baseball and Softball Club Inc ensures that all adults working or volunteering in child-related roles are safe to do so through:

- Mandatory Working with Children Check (WWCC) clearance for all relevant roles (verified via the NSW Office of the Children's Guardian system).
- Face-to-face or virtual interviews using a standard set of child-safety-focused questions.
- Criminal history checks where required.
- Induction and probationary periods with child safety training.
- Ongoing monitoring and annual WWCC re-verification.

Full details are set out in the standalone Human Resources Policy.

7. Raising Concerns and Complaints

Any person (child, parent, member, volunteer, etc.) can raise a concern or complaint about child safety.

- Immediate risk or emergency: Call Police on 000.
- Report internally: Contact the Club's Child Safe Officer (or President/Secretary if unavailable) in person, by phone, email or the club's confidential reporting form.
- External reporting: Report to the NSW Office of the Children's Guardian, Police, or other relevant authorities as required by law.
- All reports will be handled confidentially, fairly, with procedural fairness for all parties.

Children are encouraged to speak to a trusted adult (coach, parent, MPIO).

8. Evaluation and Review

This policy will be reviewed:

- At least every 1–3 years, or
- After any critical incident, complaint, legislative change, or significant organisational change.

Reviews will include consultation with children, parents, members and the committee. All previous versions will be archived securely for reference in the event of non-recent allegations.