

Swimming NSW Child Safe Standards

A summary from our breakout room discussion of the ideas Swimming NSW and your Club can consider implementing for the 10 Child Safe Standards. Under each standard, we have listed what could be developed or implemented. Please feel free to send me more ideas if you have them!

- Social media posts/templates
- Policy/procedure cheat sheets
- Surveys and feedback forms
- Posters/brochures
- Training/webinars
- Messaging to families and children

Standard	What is your club already doing or planning to do?	What else can Swimming NSW do to help clubs?
Standard 1: Child Safety is embedded in organisational leadership, governance, and culture	<ul style="list-style-type: none"> - Creating and implementing code of conduct - Having an MPIO - Links to SNSW resources on club website - Working/talking with councils about these standards - Standard agenda item at all committee meetings - Language used by all coaches and committee members - OCG E-learning modules 	<ul style="list-style-type: none"> - Resources (or even just links to current resources) available for all new members during rego season/swim central sign-up process so all members are aware of standards - Simple resources to simplify roles ... maybe PDF checklists in addition to Clubhouse descriptions - MPIO: more information on what's involved so people aren't hesitant to take on the role - Posters at the pool - SNSW could send resources to councils to make them aware
Standard 2: Children participate in decisions affecting them and are taken seriously	<ul style="list-style-type: none"> - Club captains to have their voice ... they are a point of contact for children and possibly voice at the table as part of committee - Club captains to organise club nights / fun nights – give full responsibility so they are included in decision making - Role playing / talking to kids (via coaches and possibly club captains) about standards and processes for seeking help - Standards are also being discussed in their education (at high school) 	<ul style="list-style-type: none"> - Resources available and sent to all club captains/senior swimmers (even if they do not attend YAP camp) ... need to make it relevant for them - Something like Kids Alive – Do The Five! As a resource for younger swimmers (i.e. video). Something like the current video resources but tailored for swimming?
Standard 3: Families and communities are informed and involved	<ul style="list-style-type: none"> - Club newsletters; parents participate by swimming at club nights and also at squads; up to date club website; have a whatsapp page; use Team App; - At each club night have a 'pool deck chat' and intro to what's been happening; give the kids public recognition; show and tell (ribbons & medals etc); - Facebook promotion. - New Member policy – must get involved eg timekeep. - Thank everyone by name at club nights who helps. Show that they are valued. - Could have a volunteer role of New Member Welcome person. - Debrief at end of club night. - Senior kids help at BBQ. - Promote who the MPIO is. 	<ul style="list-style-type: none"> - Help clubs to promote the MPIO role (PBTR). - Send out marketing things that are swimming specific eg posters (would be good if they were professionally printed). - Promote that the club is actively child safe. - Swimming NSW to continue camps etc to keep kids sport.

	<ul style="list-style-type: none"> - Have Club captains who engage with other children and parents. - Handouts for new members. - Welcome pack for new members. 	
Standard 4: Equity is upheld and diverse needs are taken into account	<ul style="list-style-type: none"> - MC swimming. - Share cultural information about members. - ‘Bring a plate’ night focused on cultural background 	<ul style="list-style-type: none"> - Multicultural membership drive. https://nsw.swimming.org.au/swim/swim-for-life/inclusion - Help with converting website to various languages. - Promote for more classifiers
Standard 5: People working with children are suitable and supported	<ul style="list-style-type: none"> - Maintain WWCC register - VERIFY! VERIFY! - Volunteers get introduction pack - Insert T&C in Swim Central - Give new members Club handbook & also available on website - School provides many of these service eg vetting coaches etc - Ensure required volunteers have WWCC before starting https://nsw.swimming.org.au/clubs/working-with-children - Aim to get more Technical Officials qualified 	<ul style="list-style-type: none"> - SNSW put together examples of good club handbooks - Include info on WWCC in upcoming Hot of the Blocks
Standard 6: Processes to respond to complaints of child abuse are child focused	<ul style="list-style-type: none"> - MPIO difficult position to fill because of parent issues. - Swapping MPIO with another club or sport so they are completely independent - Advertise MPIO on club website - Getting committee to undertake training on compliant handling / child safety - Promote links to suitable sites ie Kids help line 	<ul style="list-style-type: none"> - Suggestions about who MPIO should be. - Make known that SNSW could provide MPIO if necessary so no conflict of interest - SNSW can offer Independent arbitrator for parents. -
Standard 7: Staff are equipped with the knowledge, skills and awareness to keep children safe through continual education and training	<ul style="list-style-type: none"> - Some have started “going through” the Standards (albeit slowly) - Getting committees engaged – planning to make agenda item to discuss one/ two standard(s) at committee meetings (“drip feeding”) - Considering incorporating into MPIO role (ie for smaller clubs) - Looking at adding Child Safe content to website, and regular newsletters (OCG Media Kit messaging assistance mentioned) 	<ul style="list-style-type: none"> - Have a SNSW representative available to speak at meetings (“guest speaker”) - Have a new “tile” on Swim Central highlighting Child Safety content - Set a minimum annual club standard for “child safe” accreditation/ compulsory training for child-related volunteers (eg could be reviewing something like the upcoming OCG eLearning “Reporting” module) - Regular emailing to club secretaries/ MPIOs, “Child Safe champions” etc... - Make the SNSW information more prominent on website (consider the example of how Tennis has done this)
Standard 8: Physical and online environments	<p>Most time was taken up with above discussion – this was covered briefly – mainly around simple protocols for online communications – “two deep” model, social media transparency (eg clubs</p>	

<p>minimise the opportunity for abuse to occur</p>	<p>ensuring any club Facebook group is “closed” – therefore vetted members only permitted) etc...</p> <ul style="list-style-type: none"> - Use Team App for one-way communication to members of squads 	
<p>Standard 9: Implementation of the Child Safe Standards is continuously reviewed and improved</p>	<ul style="list-style-type: none"> - Talk to swimmers and parents to get feedback - Chat each season with swimmers to check in on how they are - Simple survey that provides anonymity - Some clubs have all male MPIOs – not helpful when conducting the chats so try to generate a gender balance - email swimmers and families regularly and make sure the club contact is readily available. That way they know they can go to the club with issues that arise. - solicit feedback on social media - not all feedback has to be negative. Ask for positives too - Committee communicating with members is important - Child Safety as meeting agenda – review different things each month so it isn’t a big task to review and makes child safety a regular talking point. - Review over the year, but also after any incidents or near misses – “what went wrong?” 	<ul style="list-style-type: none"> - Policies are already provided but clubs need to use them – having a good central place to access them helps - A survey template so that clubs don’t have to figure out what to ask - A question pool where clubs can select the questions that are relevant to their club and eliminate ones that are irrelevant to them - Guiding questions for committees of what to look for when reviewing each standard.
<p>Standard 10: Policies and procedures document how the organisation is child safe</p>	<ul style="list-style-type: none"> - Minutes in meetings - if you cover a different standard each month this helps document the work. - Procedures can give people confidence they are doing the right thing so having them clearly laid out will help. 	<ul style="list-style-type: none"> - It can be hard to navigate when you have different ownership and management including councils – figuring out whose responsibility different issues are. Perhaps Swimming NSW can advocate for clubs with council. - A list of recommendations of what clubs need to have ready to show if they are audited/police investigation. What do they need to supply beyond the NIF policies. - Risk management guidance as it isn’t in the NIF policies.