



**swimming**  
new south wales

## A quick update from Swimming NSW (Participation)

- Swim League [Link](#)
- Take Your Marks [Link](#)
- Hot Off The Blocks [Link](#)
- Swimming NSW Club Committee Members facebook page [Link](#)
- Club House [Link](#)
- Member Protection Information Officer (MPIO) [Link](#)
- National Integrity Framework [Link](#)



**swimming** new south wales

# Child Safe Standards



#ChildSafeStandards



- 1 February 2022, the NSW Child Safe Scheme commenced.
- The Scheme became law through the Children's Guardian Amendment (Child Safe Scheme) Act 2021
- The Office of The Children's Guardian developed 10 Child Safe Standards
- These ten (10) Standards are a key recommendation from the Royal Commission into Institutional Responses to Child Sexual Abuse.
- The Child Safe Scheme requires Child Safe Organisations to implement the Child Safe Standards.



### STANDARD 1

Child safety is embedded in organisational leadership, governance and culture



### STANDARD 3

Families and communities are informed and involved



### STANDARD 4

Equity is upheld and diverse needs are taken into account

### STANDARD 2

Children participate in decisions affecting them and are taken seriously



### STANDARD 5

People working with children are suitable and supported



### STANDARD 6

Processes to respond to complaints of child abuse are child focused



### STANDARD 7

Staff are equipped with the knowledge, skills and awareness to keep children safe through continual education and training



### STANDARD 8

Physical and online environments minimise the opportunity for abuse to occur

### STANDARD 9

Implementation of the Child Safe Standards is continuously reviewed and improved



### STANDARD 10

Policies and procedures document how the organisation is child safe

A Child Safe organisation (that includes all swimming clubs) must implement the Child Safe Standards through its systems, policies, and procedures, for example by having a:

- Statement of Commitment to Child Safety
- Child Safe Policy
- Code of Conduct
- Complaint Management Policy and Procedure
- Human Resources Policy
- Risk Management Plan

## What is Swimming NSW doing?

SNSW is committed to implementing the Standards and to making our organisation safer for children.

- For 10 weeks we put explanations and ideas for each Standard into HOTB.
- We have a table of ideas and examples for each Standard on the Club House.
- A full Guide to each Standard with ideas and examples is on Club House
- I hosted a 30min Facebook live event (a quick intro to Child Safe Standards) Listen to it [HERE](#).
- This webinar for all clubs! With OCG & SNSW presenting.





Swimming NSW is committed to embedding child safety in our organisation by adopting Swimming Australia's Safe Sport Framework (SSF) and Codes of Conduct, and through compulsory Working With Children Checks (WWCC) for Swimming NSW staff, coaches, technical officials and support staff.

The SSF confirms the shared responsibility we all have for keeping each other safe in swimming - children and adults alike. It was first adopted by Swimming NSW in 2018, and updated recently in 2020.

---

## Implementing Standard 1 at your club

- Adopt the Safe Sport Framework at a meeting, if you haven't done so already, and promote it to your members regularly
- Designate a volunteer role – Child Safety 'Champion'
- Have a qualified club Member Protection Information Officer (MPIO) or two and ensure they are well known and contactable for all members
- Keep child safety on the agenda at every meeting.





# swimming new south wales



In June 2016, Swimming NSW launched a pilot program for 13-18 years old swimmers called Lane Ropes to Leadership. The goal of Lane Ropes to Leadership was to establish a Swimming NSW Youth Advisory Panel (YAP), which is still going strong today!

The role of this panel is to discuss current issues related to swimming, and to develop ideas on how to improve the current state of swimming in NSW. The Swimming NSW Board and staff are committed to implementing the best ideas generated by this panel.

## Implementing Standard 2 at your club

- Ask young people for their input and follow through on implementing their suggestions
- Appoint and engage Club Captains and Junior Committees
- Include a swimmer representative on main club committee
- Have swimmers contribute to decisions affecting them e.g. new coach employment, uniform, club nights, race meets or special events (see club example)
- Have senior swimmers contribute to or be responsible for club website, newsletter or social media
- Take all complaints or concerns seriously and respond promptly and thoroughly
- Get feedback via surveys
- Talk to kids about safety using age-appropriate information



We know that child safe cultures create environments where stakeholders can identify and report suspected harm of children.

Swimming NSW follows the Safe Sport Framework complaint procedures. All stakeholder complaints are heard in complete confidence by a Swimming NSW Member Protection Information Officer (MPIO), and are taken seriously.

---

## Implementing Standard 6 at your club

- Have qualified MPIOs at your club and ensure they are well known to all
- List MPIO contact information on your club website and other high traffic places
- Take all complaints seriously and follow the Safe Sport Framework – ensure leaders and members understand the complaints process
- Ensure children know their rights and who to go to if they have an issue
- Have multiple ways people can report a complaint
- Offer appropriate support to all parties involved in any complaints



	Child Safe Standard	How does Swimming NSW meet the standards?	Local Swimming Clubs – ideas and suggestions
<b>3 Families</b>	Families and communities are informed and involved	<ul style="list-style-type: none"> <li>• Weekly club <a href="#">Hot Off The Blocks (HOTB) newsletter</a></li> <li>• Monthly members <a href="#">Swimmer Magazine</a></li> <li>• Active on social media channels</li> <li>• SSF learnings included in HOTB</li> <li>• SSF presentations to club volunteers and parents</li> <li>• <a href="#">Staff profiles and contact details</a> on SNSW website</li> <li>• <a href="#">MPIOs listed on website</a></li> <li>• Any information that is sent out goes to the swimmer, the swimmer's parent/guardian (if under 18) and coach</li> <li>• Pathway information presentations at development and activity/squad days</li> <li>• Parent/guardians receive constant communication in the lead up to events regarding processes which have the safety of children (and all other stakeholders) as the polices' main consideration</li> </ul>	<ul style="list-style-type: none"> <li>• Club newsletters</li> <li>• Social media</li> <li>• Share content from Swimming NSW channels with your members</li> <li>• Open club meetings or Info Nights for all members</li> <li>• Request a SSF presentation for your members</li> <li>• Child Safety focussed information readily available</li> <li>• MPIOs listed on website and publicised</li> <li>• Committee leadership team easily identifiable at club nights (badges or a specific t shirt etc.) and have profiles and photos on website</li> <li>• Request feedback and input from families on club policies and practices</li> <li>• Compulsory parent involvement e.g. timekeeping or BBQ roster</li> </ul>



	Child Safe Standard	How does Swimming NSW meet the standards?	Local Swimming Clubs – ideas and suggestions
<b>6 Complaints</b>	Child focussed process to respond to complaints of child abuse	<ul style="list-style-type: none"> <li>• Child related complaints go direct to police and/or Swimming Australia and are kept confidential.</li> <li>• SSF complaint procedure is easy to access and has clear flow chart steps to follow.</li> <li>• Organise and insist clubs attend MPIO courses</li> </ul>	<ul style="list-style-type: none"> <li>• Qualified MPIOs at club are well known to all</li> <li>• Chaplain available</li> <li>• Take all complaints seriously and follow SSF – ensure the leaders and members understand the complaints process</li> <li>• Ensure children know their rights and who to go to if they have an issue.</li> <li>• Have multiple ways people can report a complaint</li> <li>• Offer appropriate support to all parties involved in any issues.</li> </ul>
<b>7 Education</b>	Staff and volunteers know how to keep children safe	<ul style="list-style-type: none"> <li>• SSF Guidelines for dealing with Children and Young People.</li> <li>• Coaches and leaders informed on how to look out for signs of vulnerable children and how to report them (outlined in SSF).</li> <li>• All staff and coaches must complete the Sport Integrity Australia Child Safeguarding course</li> <li>• Staff accreditation kept up to date for courses that contribute to safety of children; e.g. First Aid, CPR, COVID-19 Infection control etc</li> </ul>	<ul style="list-style-type: none"> <li>• Designate a child safe officer on your committee</li> <li>• Let your members/committee members know about free online training, for example:               <ul style="list-style-type: none"> <li>○ <a href="#">Play By The Rules</a></li> <li>○ <a href="#">Office of the Children’s Guardian</a></li> <li>○ <a href="#">Office of Sport</a></li> <li>○ <a href="#">E Safety</a></li> </ul> </li> <li>• Offer regular SSF Info nights for parents (ask SNSW to assist).</li> <li>• Insist on all volunteers and coaches doing Office of the Children’s Guardian’s Child Safe Training.</li> <li>• Consider appropriate adult conversations and language when children are present.</li> </ul>





## What do the Child Safe Standards mean for your club?

The Standards are principle-based and focused on outcomes, not prescriptive compliance.

This means clubs will have the flexibility to implement them in ways that are meaningful, achievable and related to their size, resources and workforce.

Implementing the Standards should not be a burden but a way to embed child safety in the attitudes, behaviours and practices of your club and the people involved with you.

Most people in clubs want to put children first and are motivated to do what is best for them. The Standards will help them do this even better.



# Who are we?

- ✓ Parramatta City Swim Club Inc
- ✓ Small family friendly club based at Granville Pool since 1951
- ✓ Mostly social swimmers which includes many adults
- ✓ Club has
  - ✓ Weekly club races
  - ✓ Free club training (3 times per week)
  - ✓ Free learn to swim (1 day per week)
  - ✓ Youth Group for High Schoolers
- ✓ Our community is very CALD with most people from non-English speaking backgrounds with no history of swimming





# What are we doing?

- ✓ Agreed at monthly meeting that club needs to implement Safe Sport Framework & Child Safe Standards (CSS)
- ✓ Decided to expand on SNSW “Child Safe Standards Suggestion Table” to develop the club’s Implementation Plan for CSS
- ✓ Held forum for all club members to initially populate the Plan
- ✓ Issued draft Plan to Committee for review and then to all members.
- ✓ Incorporated comments into 2nd draft of Plan
- ✓ Developed a draft “Action List” required for CSS to be implemented.
- Present Implementation Plan & Action List at forum.
- Update and issue revised Implementation Plan & Action List.
- Develop priority and timeframe for Action List

Documents available at: [www.parracityswimclub.com.au/child-safety](http://www.parracityswimclub.com.au/child-safety)

Bruce Horlyck swim@parracityswimclub.com.au



# Learnings

- Everyone agrees it is important but hard to get people motivated, so you need someone to truly drive the process
- Changes are widespread and touch all aspects of the club
- Most changes are minor and fairly easy to implement. “80-20 rule”
- Look for “low hanging fruits” and urgent items and start working on them even before your plan is finalised.
- Recognise it will be difficult to maintain changes in the long term, so build them into the operation of the club. eg meeting agendas, websites, documents, forms etc
- Process has highlighted other changes that are required related to child safety and to other things (ie policies, training, constitution)
- Leverage off what other have done to reduce the demands of implementing CSS. Smaller clubs could work together to develop common resources.
- Plan won't be perfect but doing something is better than nothing!



## What does the Office of the Children's Guardian want?

**It is now legislation.** There's no enforcement of this for at least 12 months, however, after that there will be monitoring.

The main focus is on supportive capability building, with lots of free resources and training over the first 3 years.

The OCG does not want to scare people or make them feel overwhelmed.

There is a Sport and Recreation Engagement Committee made up of reps from all sports and we are all working together to try and make this a simple process for club volunteers.



## What can you do at your club?



- Encourage your committee to undertake the free e-learning courses available [HERE](#).
- Check out the guide SNSW has developed and see what ideas you can implement easily.
- Check out the information available on OCG and OoS websites
- Put Child Safe Standards on the agenda at every meeting
- Let SNSW know what successes you have already achieved.
- Ask for help if you need it from either SNSW or OCG!

## Useful websites

<https://ocg.nsw.gov.au/>

<https://www.sport.nsw.gov.au/running-your-club/safe-and-fair-clubs/child-safe-sport>

<https://clubhouse.swimming.org.au/child-safe-standards/>

<https://ocg.nsw.gov.au/child-safe-scheme/why-we-have-child-safe-standards>

<https://ocg.nsw.gov.au/training-and-resources/elearning>

<https://ocg.nsw.gov.au/child-safe-scheme/child-safe-standards-media-kit#section-target-1>

<https://ocg.nsw.gov.au/training-and-resources/elearning>

A full CSS Guide for Clubs from SNSW is [HERE](#)

<https://www.playbytherules.net.au/online-courses/mpio-online-course>



**swimming** new south wales

Thank you.



Any questions or feedback?