

# QAS Athlete Safeguarding Commitment Statement

The Queensland Academy of Sport (QAS) is committed to ensuring the safety and wellbeing of all athletes, children and young people that are involved in QAS supported sport programs.

Our policies and procedures seek to address risks to child safety and to establish child safe culture and practices.

## 1. We will keep Athletes, Children and Young People safe

- (a) Through our QAS Safeguarding Athletes, Children and Young People Policy, we document our clear commitment to keeping athletes, children and young people safe from harm, risk of harm, abuse and neglect.
- (b) We communicate our commitment to all our staff and give them access to a copy of our commitment statement.

## 2. We promote inclusion, respect and diversity

- (a) We consider the needs of all athletes, children and young people. We strive to use inclusive program design to support them to participate safely in high performance sport, particularly athletes, children and young people with increased vulnerabilities, such as:
  - i. Aboriginal and/or Torres Strait Islander athletes, children and young people;
  - ii. Athletes, children and young people from culturally and linguistically diverse backgrounds;
  - iii. Athletes, children and young people with disability;
  - iv. Athletes, children and young people living in out of home care,
  - v. Athletes, children and young people with diverse genders and/or sexualities.
- (b) We recognise the rights of lesbian, gay, bisexual, transgender and intersex athletes, children and young people to be recognised for their gender identity, sexual orientation or intersex status, and to feel safe and respected when participating in sport.

## 3. We create a culturally safe sporting environment

- (a) We uphold the rights of Aboriginal and Torres Strait Islander athletes, children and young people to:
  - i. identify as Aboriginal and/or Torres Strait Islander with pride and without fear of retribution or questioning;
  - ii. express their Culture as they deem appropriate;
  - iii. receive an education that strengthens their Culture and identity;
  - iv. maintain connection to their land and Country;
  - v. maintain their strong kinship ties and social obligations;

- vi. be taught their cultural heritage by their Elders and community;
  - vii. receive information in a culturally sensitive, relevant and accessible manner; and
  - viii. be involved in services that are culturally respectful.
- (b) We will take action to grow inclusiveness for all cultural identities and to establish equitable, respectful and empowering engagement with culturally and linguistically diverse communities.

**4. Our staff know the behaviour we expect**

- (a) We ensure that each person involved in our delivery of services to athletes, children and young people understands their role and the behaviour we expect in relation to keeping athletes, children and young people safe from abuse and neglect through application of our Child and Young Person Safe Practices.
- (b) We utilise clear position descriptions which clearly state relevant Child/Young Person safe requirements.
- (c) We have Child/Young Person Safe Practices, which are supported by the QAS General Manager and Senior Leadership Team and outlines our expectations for behaviour towards athletes, children and young people.
- (d) Our staff are given a copy of and have access to the Child/Young Person Safe Practices.
- (e) Our staff indicate, in writing, that they have read and are committed to the Child/Young Person Safe Practices.

**5. We minimise the likelihood of appointing or accrediting a person who is unsuitable**

- (a) We have appropriate measures in place to minimise the likelihood that we will recruit staff who are unsuitable to work with athletes, children and young people.
- (b) We will meet the requirements of the Queensland Working with Children regulations.

**6. Induction and training are part of our commitment**

- (a) We will provide all new staff, and participants with information about our commitment to Child/Young Person Safety including our QAS Safeguarding Athletes, Children and Young People Policy, Child/Young Person Safe Practices and QAS Reporting Child Abuse Guidelines.
- (b) We support ongoing education and training for our staff to ensure athlete, child and young person safety information is provided and updated as required.
- (c) We ensure that our staff have up-to-date information relevant to specific legislation applying in Queensland or where they may travel to as a part of their duties.

**7. We encourage the involvement of athletes, children and young people and their parents**

- (a) We involve and communicate with athletes, children and young people and their families in developing a safe, inclusive, and supportive environment. We will provide information to athletes, children and young people and their parents/carers (such as factsheets, posters, guidelines) about:
  - i. our commitment to keeping athletes, children and young people safe and communicating their rights;
  - ii. the behaviour we expect of our staff and of themselves;

iii. our policy about safeguarding including responding to Child Abuse.

- (b) We have processes for two-way communication with athletes, children and young people and families.
- (c) We seek feedback from athletes, children and young people and have a process for responding.
- (d) We empower athletes, children and young people.
- (e) We respect diversity and seek to facilitate effective communication with, and empowerment and involvement of athletes, children and young people.

**8. Our staff understand their responsibility for reporting Child Abuse**

- (a) Our guidelines for responding to Child Abuse are supported by QAS General Manager and Senior Leadership Team and applies to all our staff. Staff must:
  - i. immediately report abuse or neglect and any concerns with policies, practices or the behaviour of staff;
  - ii. meet any legislated mandatory or other jurisdictional reporting requirements;
  - iii. follow a specified process when reporting abuse or neglect.
- (b) Our staff are given a copy of and have access to the How to Respond to a Safeguarding Concern flowchart, the Athlete Safeguarding Report form and QAS Reporting and Responding to a Safeguarding Concern Procedure and understand the implications of these procedures for their role.
- (c) We document any allegation, disclosure or concern regarding Child Abuse and take action and monitor responses to all allegations, disclosures, or concerns.

**9. We maintain and improve our policies and practices**

- (a) We are committed to maintaining and improving our policies, procedures, and practices to keep athletes, children and young people safe from neglect and abuse.
- (b) We have assigned responsibility for regularly maintaining and improving our policies and procedures to our Sport Integrity Manager and Senior Leadership team.
- (c) We monitor our staff and external providers and take action to ensure appropriate practice, behaviour and policies are followed.
- (d) We require our staff and volunteers to disclose guilty findings or charges affecting their suitability to work with athletes, children and young people. We review police record and WWC checks regularly.
- (e) We have formally reviewed our service delivery to identify and document potential risks to athletes, children and young people.
- (f) We undertake formal reviews, at least annually, to identify and document potential risks to athletes, children and young people associated with our service delivery.