

**Policy Title: Child Safe Standards Policy – Parent(s)/Guardian(s) Guide**

<b>Date created:</b>	December 2022				
<b>Audience:</b>	Parent(s)/Guardian(s) of members and participants who are under the age of 18 years				
<b>Version:</b>	2022:1				
<b>Purpose of Document:</b>	<ul style="list-style-type: none"> <li>To summarise and simplify what parent(s)/guardian(s) need to know about all of our responsibilities to keep children and young people at Emmanuel Calisthenics safe, and</li> <li>To ensure that parents/guardians have oversight of the information that Emmanuel Calisthenics distributes to its members under the age of 18 years.</li> </ul>				
<b>Actions:</b>	<ul style="list-style-type: none"> <li>Read and understand</li> <li>Ask and ensure that Parent(s)/Guardian(s) acknowledge that they have read and understand this guide</li> <li>Encourage others to read and understand, and</li> <li>Use the information on websites.</li> </ul>				
<b>Review:</b>	January 2026				
<b>Contact:</b>	Executive Committee, Emmanuel Calisthenics Inc <a href="mailto:admin@emmanuelcalisthenics.com.au">admin@emmanuelcalisthenics.com.au</a>				
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<b>Other Relevant Resources (see Website)</b>	<ul style="list-style-type: none"> <li>Child Safe Policy</li> <li>Physical Contact When Working With Children Guide</li> <li>Communication When Working With Children</li> <li>Code of Conduct For Dealing With Children &amp; Young People</li> <li>General Code of Conduct</li> <li>Participant(s) Code of Conduct</li> <li>Parent(s)/Guardian(s) Code of Conduct</li> <li>Official/Volunteer Code of Conduct</li> <li>Teens Guide</li> <li>eSafety Guide</li> <li>Image Use Consent, and</li> <li>Responding To And Reporting Child Safe Concerns Guide.</li> </ul>				

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The Child Safe Framework or equivalent sets out the responsibilities that all Club members and participants of Emmanuel Calisthenics (including parent(s)/guardian(s)) have to do in order to keep our kids safe. It consists of:

- Emmanuel Calisthenics' Commitment Statement for Safeguarding Children and Young People (or equivalent)
- Emmanuel Calisthenics' Policy for Safeguarding Children & Young People (or equivalent), and
- Emmanuel Calisthenics' Code of Conduct for dealing with Children & Young People (or equivalent).

### 1. **Why your Children's Safety is our Priority**

- 1.1 We love Calisthenics. We also love your child/ren participating in Calisthenics with us and want them to keep participating. Yet we realise that they have to FEEL safe to enjoy Calisthenics and want to keep coming back.
- 1.2 All children have a right to feel safe, be involved and have a voice in decisions that affect them.
- 1.3 Society has changed, and with it, higher standards of behaviour are now expected – of all of us. Sometimes, even though we have good intentions, others' perception of behaviour is different. So we want to help you to understand how we will work with you to protect your children.

### 2. **What we're trying to do**

**We're here to help. Victoria has legislative requirements and mandatory standards in place about child safety. We can't ignore those. But we want to make it as simple as possible for you, your children and all of Emmanuel Calisthenics' volunteers, coaches and members to keep children safe.**

We've developed simple resources for you to explain how we keep children and young people safe in Calisthenics. This Guide also includes links to our other child safe resources that we hope are helpful for you to summarise and simplify the key commitments, messages and boundaries that we adhere to and practice in Calisthenics when they are part of our community.

### 3. **Some Child Safety Guidance for Parent(s)/Guardian(s)**

You know your children best. Also, our schools now often teach their students about safety, boundaries with adults and that it's OK to speak up if they don't feel comfortable or safe. You can also help us to reinforce the key messages we have for children about child safety at Emmanuel Calisthenics just as in life.

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The **three key messages** we have in our Child Safe ‘Teens Guide’ are:

- Calisthenics should be fun, safe and enjoyable
- You should never feel uncomfortable around others at Emmanuel Calisthenics particularly adults, and
- If you don’t feel safe or comfortable, it’s **OK to speak up**. We want you to **tell an adult that you trust** – whether that’s your Mum or Dad, guardian, coach or another member of our club or family.

We know that children are more likely to speak up if they **feel valued** and are **listened to** in an **authentic** and **genuine** way. So please help us to **keep the conversations open with your children** about how they are feeling.

### 4. Some Conversation Tips to Talk about Safety with your Children

It’s not always comfortable talking to children about how they are feeling in the Calisthenics community or other environments. The delivery of conversations is just as important as the message or content itself. You’re more likely to engage with children about tricky topics if the conversation is calm, non-judgmental and open. That is, you’re listening carefully to them and open to hearing more – showing empathy and letting them know that they’re doing the right thing by talking.

To open up a conversation with your child about safety at Emmanuel Calisthenics - first of all, choose the right time. Sometimes, you may get more information in casual interactions, such as when driving in the car or going for a walk together. You could try using an example that you have heard of with another child and whether they had seen or heard anything similar. For example, “another parent(s)/guardian(s) at the club told me that they were worried about how the coach is talking to their child. Have you seen or heard anything similar?”.

### 5. If you Need Help

If ever your child tells you that they are not happy, comfortable or safe at Emmanuel Calisthenics, please inform **a member of the Executive Committee or a trusted Coach**. Then we’ll make sure that any issue raised is dealt with appropriately and in line with our Child Safe Framework.

If you reasonably believe any child is in immediate danger of a significant nature, please call 000 to speak with police. You can also contact services such as Parent Helpline, NAPCAN, Lifeline, Kids Helpline and the Raising Children Network.

<sup>1</sup>\*Australian Government National Child Office for Child Safety Complaint Handling Guide: Upholding the rights of children and young people – A Reference Guide, 2019.

# Commission for Children and Young People – Empowerment and Participation of Children Tip Sheet.

^ A reasonable belief is one that a reasonable person in the same position would have formed on the same grounds.

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### 6. Three Important Messages

The **three key messages** to always keep in mind are:

- Calisthenics should be fun, safe and enjoyable.
- You should never feel uncomfortable around others Emmanuel Calisthenics particularly adults, and
- If you don't feel safe or comfortable, **it's OK to speak up**. We want you to **tell an adult that you trust** –whether that's your Mum or Dad, guardian, coach, a member of the Emmanuel Calisthenics Executive Committee or another member at Emmanuel Calisthenics or family.

### 7. Your Rights

We believe that all kids involved in our sport should:

- Feel comfortable
- Feel safe
- Have a right to contact your parent(s)/guardian(s) or others if you feel unsafe, uncomfortable or distressed at any time when you are involved in Calisthenics
- Be provided with clear directions and given the chance to positively change your behaviour if Calisthenics coaches, volunteers or officials believe that you have broken any rules or policies, or you have misbehaved
- NOT be subject to disciplinary action involving verbal or physical punishment, or any form of treatment that could reasonably be considered cruel, frightening, humiliating or like you are being put down; and
- Contribute suggestions or feedback about Emmanuel Calisthenics.

### 8. Our Commitment to you at Emmanuel Calisthenics

Emmanuel Calisthenics now has a Code of Conduct that aims to make sure you are protected from harm. When involved in Calisthenics, we want it to be enjoyable for everyone. So, we'll try to make sure that activities are suitable for your age and development and are led by qualified people.

Emmanuel Calisthenics commits to:

- Doing our best to make sure that you are protected from harm
- Supervising your involvement at Emmanuel Calisthenics
- Obtaining parent(s)/guardian(s) permission in writing before we can:
  - take you on outings
  - arrange overnight stays or camps; and/or
  - provide transport to another location/competition etc.
- Ensuring that **coaches/volunteer/official-to-teens ratios are maintained**. (Note - please check with us if you are unsure what is meant by 'ratios')
- Trying to make sure that **you are not alone** with coaches, volunteers or officials where they can't be seen by other adults

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- Trying to make sure that **Calisthenics coaches, volunteers and/or officials stay within their role**. This means that they cannot be employed for looking after you or visiting you at your home unless with the permission of your parent(s)/guardian(s). They are not allowed to friend you on Facebook, take photos or footage of you for Instagram, YouTube, Snap Chat or other forms of social media unless they are doing this through official club communication channels with the consent of your parent(s)/guardian(s)
- **Communication between you and coaches, officials and volunteers** in our sport must be regarding your involvement in Calisthenics unless your parent(s)/guardian(s) has given their permission for you to have contact with them at a particular time
- **Guiding teens fairly, respectfully and appropriate to their age and background**
- **Reporting and responding to any incidents** of abuse or neglect towards teens involved in Calisthenics, and
- Where and when possible, our **Calisthenics' coaches are suitably attired** when on duty.

### 9. **What to do if you have concerns**

- If at any stage you feel uncomfortable, unsafe or worried, you should let your parent(s)/guardian(s) or a trusted adult at Emmanuel Calisthenics know what has happened – they will want to support you, and
- All you need to do is tell someone about what happened, and they will do their best to make sure that you feel safe and protected from harm.

### 10. **Responsibilities of Teens at Emmanuel Calisthenics**

When you are involved at Emmanuel Calisthenics you also have some responsibilities. These include:

- Letting a member/parent(s)/guardian(s) know if you are unhappy or you don't feel safe
- Treating other participants and adults with respect
- Following the rules when involved at Emmanuel Calisthenics
- Remembering that there are others involved in Calisthenics. You are certainly free to choose your own friends. However, don't stop other teens or younger kids from enjoying and participating in Calisthenics, and
- Listening to others and respecting their opinions.

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