



| Version | Issue Date | Comments | Created By | Approved By | Approval Date | Next Review Date |
|---------|------------|--------------------|------------|-------------|---------------|------------------|
| 1.0 | Sept 2018 | | Legal | SACA Board | 27 Sept 2018 | Jun19 |
| 2.0 | Jun 2019 | New SA Legislation | Legal | SACA Board | 24 Jun 2019 | June 2020 |

SACA POLICY FOR SAFEGUARDING CHILDREN AND YOUNG PEOPLE

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1. Introduction and Interpretation

This Policy should be read in conjunction with Australian Cricket's Policy for Safeguarding Children and Young People, Australian Cricket's Commitment to Safeguarding Children and Young People (contained within the Policy for Safeguarding Children and Young People) and Australian Cricket's Code of Behaviour for Looking After Our Kids for Affiliated Associations and Clubs, and related supporting resources, all accessible at <https://cricketaustralia.com.au/about/safeguarding/safeguarding-kids>.

2. Dictionary

Unless the subject or context indicates a contrary intention, the following words and phrases have the following meanings:

Safeguarding Children and Young People Framework has the meaning given in section 3.2 of this Policy.

SACA means South Australian Cricket Association Limited.

Children and Young People has the meaning given in Australian Cricket's Policy for Safeguarding Children and Young People.

Affiliated Associations and Clubs means Affiliated Associations or Clubs as that term is defined in Australian Cricket's Policy for Safeguarding Children and Young People, except that references in that definition to "Australian Cricket" should be read as references to "SACA".

Cricket Participants has the meaning given in Australian Cricket's Policy for Safeguarding Children and Young People.

Safeguarding Children and Young People Website means <https://cricketaustralia.com.au/about/safeguarding/safeguarding-kids>.

3. Policy, Commitment and Code of Behaviour

3.1 Overview

SACA's vision is to lead the way to be South Australia's favourite sport. Children and Young People play an integral role in the achievement of this vision, as they represent the future of the game of cricket.

The wellbeing of Children and Young People is of paramount importance. SACA is committed to providing them with a safe environment when participating in cricket.

To that end, SACA has adopted:

- Australian Cricket's Policy for Safeguarding Children and Young People;
- Australian Cricket's Commitment to Safeguarding Children and Young People (contained within the above Policy); and
- Australian Cricket's Code of Behaviour for Looking After Our Kids for Australian Cricket Personnel.



These documents establish a single, consistent national framework for safeguarding Children and Young People, which applies comprehensively to stakeholders involved in cricket in Australia.

3.2 Adoption and implementation by Affiliated Associations and Clubs

SACA requires that all Affiliated Associations and Clubs must adopt, implement and comply with this Policy and:

- Australian Cricket's Policy for Safeguarding Children and Young People;
- Australian Cricket's Commitment to Safeguarding Children and Young People; and
- Australian Cricket's Code of Behaviour for Looking After Our Kids for Affiliated Associations and Clubs

(together, the **Safeguarding Children and Young People Framework**).

These documents may be accessed at the Safeguarding Children and Young People Website.

To formally adopt the Safeguarding Children and Young People Framework, Affiliated Associations and Clubs must pass a resolution at a committee meeting or otherwise pass a resolution in accordance with their Constitution or Rules of Incorporation. Where permitted by its Constitution or Rules of Incorporation, this could include the passage by its committee of a circular resolution (e.g. via email).

Affiliated Associations and Clubs must confirm their adoption of the Safeguarding Children and Young People Framework in writing, in the manner advised by SACA.

The Safeguarding Children and Young People Website also contains supporting resources, including an Action Plan, designed to assist Affiliated Associations and Clubs with adopting and implementing the Safeguarding Children and Young People Framework. Affiliated Associations and Clubs should follow all steps set out in the Action Plan.

SACA is committed to assisting Affiliated Associations and Clubs with this process.

3.3 Audit

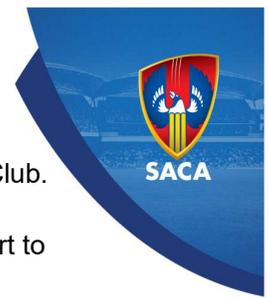
Adoption, implementation and compliance with the Safeguarding Children and Young People Framework may be audited by SACA from time to time.

Affiliated Associations and Clubs must on SACA's request provide access to documents, information, premises, systems or personnel of the Affiliated Association or Club as reasonably necessary to undertake the audit.

If notified by SACA in writing, Affiliated Associations and Clubs may be required to undertake remedial action, process improvement, training or other actions in order to achieve compliance with the Safeguarding Children and Young People Framework.

3.4 Condition of support

SACA may take into account the compliance or non-compliance by an Affiliated Association or Club with the Safeguarding Children and Young People Framework, when



determining whether or not to provide assistance or support to that Association or Club. For example, SACA may (amongst other requirements) require that compliance be demonstrated as a condition of awarding grant funding or providing letters of support to the relevant Affiliated Association or Club.

4. Additional Requirements

The Safeguarding Children and Young People Framework applies generally across cricket organisations in Australia, but it acknowledges that there are differences in the child-safety laws which apply in each jurisdiction.

Section 4 of this Policy supplements the Safeguarding Children and Young People Framework by summarising the child safety legal requirements specific to South Australia, with which SACA Affiliated Associations and Clubs and their Cricket Participants must comply. (This is a general summary only; current as at the date of this Policy. The legislation and the relevant government department should be consulted directly for full and up to date details.)

4.1 Screening and Working with Children Checks

As noted in Annexures A5 and A6 of Australian Cricket's Policy for Safeguarding Children and Young People, Working with Children Check regimes apply throughout Australia but differ from jurisdiction to jurisdiction.

In South Australia, the relevant regime is set out in the *Child Safety (Prohibited Persons) Act 2016* (SA) and the *Child Safety (Prohibited Persons) Regulations 2019* (SA), which are effective from 1 July 2019.

Affiliated Associations and Clubs with significant membership of, or involvement by, Children and Young People, or who provide coaching to Children and Young People, must ensure that their employees, volunteers and contractors who work with, or may be expected to come into regular contact with, Children and Young People have a current Working with Children Check in place. Affiliated Associations and Clubs must not engage a person (whether as an employee, volunteer or contractor) in such a role if they do not have a current Working with Children Check, or if they are prohibited from working with Children and Young People. To do so is an offence, punishable by fine and/or imprisonment.

From 1 July 2019, screening can only be undertaken through the Department of Health Services Screening Unit (follow the application process at <https://screening.sa.gov.au/>).

There are transitional arrangements in the legislation which determine when a person will need to have a Working with Children Check. When the regime commences on 1 July 2019:

- people with a current, valid Department of Health Services/Department of Communities and Social Inclusion (CHS/DCSI) child-related employment screening can continue to use their screening until it expires. When it is time to renew it, they need to apply for a new Working with Children Check.
- People who have had a National Police Certificate assessed by their employer have until 1 July 2020 to obtain a Working with Children Check. They can apply for a new Working with Children Check any time between 1 July 2019 and 1 July 2020.



- If a person does not have a current, valid DHS/DCSI child-related employment screening, and has not had a National Police Certificate assessed by their employer, they need to apply for a Working with Children Check immediately. While the Screening Unit is completing the check, the person is not legally allowed to work or volunteer with children.

Working with Children Check applications are free for volunteers, and may be lodged directly by the individual, or Affiliated Clubs and Associations may contact SACA to request assistance with the screening process.

Persons undertaking child-related work at an Affiliated Association or Club must, if requested by a parent or guardian of a Child or Young Person, provide the parent or guardian with the person's full name and their Working with Children Check reference number, to enable the parent or guardian to verify the person's Working with Children Check status.

Affiliated Associations and Clubs should bear in mind that a Working with Children Check that does not result in a person being prohibited from working with children is not proof of good character, and is not proof that the person does not pose a risk to Children and Young People. The Working with Children Check is simply an assessment of prior conduct and does not, of itself, satisfy the Affiliated Association or Clubs' obligations to ensure that they are providing a safe environment for Children and Young People. Adoption and implementation of the Safeguarding Children and Young People framework will enable Affiliated Clubs and Associations to comply with their obligations to ensure a child safe environment.

Further information on the South Australian Working with Children Check regime may be found at <https://screening.sa.gov.au/types-of-check/new-working-with-children-checks>.

4.2 Mandatory reporting

Section 8 and Annexure E of the Australian Cricket's Safeguarding Our Children and Young People Policy sets a procedure for handling complaints or allegations about child abuse, which must be followed by Affiliated Associations and Clubs and their Cricket Participants.

In addition, Affiliated Associations and Clubs and their Cricket Participants should also be aware of South Australian mandatory reporting laws.

Employees of, or volunteers in, organisations that provide sporting or recreational services to Children and Young People (i.e. such as Affiliated Associations and Clubs) are "mandated notifiers" if they provide sporting or recreational services directly to Children and Young People, or if they manage or supervise the provision of such services.

A mandated notifier is required by law (the *Children and Young People (Safety) Act 2017* (SA)) to notify the Department for Child Protection if they suspect on reasonable grounds that a Child or Young Person is or may be at risk.

Reports may be made via the Child Abuse Report Line, 13 14 78.

Further information on reporting child abuse may be found on the Department for Child Protection's website at <https://www.childprotection.sa.gov.au/reporting-child-abuse>.