



# Empower Strength & Performance

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CHILD SAFEGUARDING POLICY



Empower Strength & Performance: Child Safeguarding Policy  
January 2025

# **Empower Strength and Performance Child Safeguarding Policy**

## **1. Purpose and Commitment**

The purpose of the Empower Strength and Performance Weightlifting Club Child Safeguarding Policy is to:

- Foster and maintain a secure and supportive environment for all children and young people.
- Emphasise the club's commitment to its duty of care towards children and young athletes.
- Provide a structured framework for making informed decisions and implementing procedures in interactions with children.

Empower Strength and Performance is committed to ensuring the safety and wellbeing of all children and young people participating in our athletic programs and activities. We promote a culture of child safety, respect, and inclusion by adopting practices that align with the principles and standards set by Sport Integrity Australia and the Australian Sports Commission.

All Children have the right to feel safe and protected from all forms of abuse, harm, and neglect. Children thrive when provided a safe and supportive environment where they can reach their full potential in a positive and inclusive environment.

This policy applies to all athletes, coaches, parents of children/ young people, volunteers, and contractors. This Policy outlines obligations for responding to allegations of Prohibited Conduct, including reporting suspected Child Abuse to the appropriate authorities. It also emphasizes a commitment to Child safety and child-safe practices, such as the recruitment and screening of staff and volunteers.

If any athlete, coach, parents of children/young people, volunteers and contracts suspect or have confirmation of child abuse they are mandated to contact the Police on 000 and make a mandatory child protection report as directed in section 7 of this policy.

## **2. Scope**

This policy applies to all club members, staff, coaches, volunteers, contractors, and visitors involved in activities and programs conducted by Empower Strength and Performance.

## **3. Definitions**

- **“Child/children”** - A "child" is generally defined as a person under the age of 18. This definition is consistent across most child protection legislation in Australia, including the **Children and Young Persons (Care and Protection) Act 1998 (NSW)** and similar acts in other states and territories.
- **“Young Person”** - The term "young person" typically refers to individuals who are above the age of 12 but below 18 years. This distinction is made in some jurisdictions to recognize the developmental differences between younger children and adolescents.
- **“Abuse”**- Abuse refers to any form of mistreatment (including physical, emotional, psychological, financial, neglect, sexual abuse, or the misuse of power) that has caused, is causing, or is likely to cause harm to an individual's wellbeing. This includes harm inflicted directly or through any publication accessible by others, regardless of the medium.
- **“Child Abuse”**-
  - (a) Physical abuse – examples – physical punishment or aggressive physical actions, demanding excessive physical exertion beyond the child/children’s capacity, unsafe training practices like forcing participation despite injury or illness.
  - (b) Sexual abuse – examples – inappropriate touching, sexual advances by peers or others, forcing or coercing a child into sexual activities and exposure to sexually explicit material or environments.
  - (c) Grooming – Refers to the process by which an adult builds a trusting relationship with a child and their caregivers, creating a setting that enables abuse to take place.
  - (d) Emotional or Psychological abuse – examples – verbal abuse including shouting, belittling, or humiliating a child/children/ young person, persistent pressure to achieve unrealistic performance goals and shaming a child for mistakes or underperformance.
  - (e) Neglect – examples – failing to ensure the child/children/ young person’s safety during training or competitions, lack of appropriate medical care and ignoring basic needs.

#### 4. Principles

- The safety and wellbeing of children is the highest priority.
- Children/ young people have the right to participate in decisions that affect them.
- All children/ young people, regardless of their background, culture, ability, or identity, deserve a safe environment.
- Risk management strategies are implemented to identify, assess, and minimise risks to children.

#### 5. Code of Conduct

All members of Empower Strength & Performance are expected to:

- Behave in a respectful and inclusive manner towards children.
- Avoid situations where they are alone with a child unless necessary.
- Report any concerns about child safety or wellbeing immediately.
- Comply with all relevant laws and club policies.

## **6. Working with Children Check**

- All coaches employed or representing Empower Strength & Performance are required to conduct and hold a Working with Children's Check
- At the owner's discretion be subject to a Police Check

## **7. Reporting and Responding to Incidents**

All members of Empower Strength & Performance have a duty to report any reasonable suspicion of child abuse. If Empower Strength and Performance becomes aware of an Alleged Breach and the available information would lead a reasonable person to suspect that a Child is being abused, neglected, or is at risk of harm:

Empower Strength & Performance must comply with the following procedure:

### Identifying/ Responding

- If a child is at risk of immediate harm, you must ensure their safety by
  - (a) Calling 000 for Police, Fire, medical assistance
  - (b) Administer first aid, if required
  - (c) Utilising Child Safety Officer or identified safe adult to separate the at-risk child another party involved
  - (d) Contact relevant support people identified, and an appropriate person for any ongoing police liaison.

### Reporting

- If you suspect grounds that a child was, is or is at risk of being abused and/or neglected, you must report it to the police and/or the relevant State/ Territory child protection agency.
- See guidance from NSW Mandatory Reported Guide – Child Story - <https://reporter.childstory.nsw.gov.au/s/mrg>. Follow prompts for support in decision making and outcome.
- If there is a non-imminent risk to a child/young person utilised the NSW Mandatory Reporter Guide to make an e-report to report your child protection concerns.
- Report to the Child Safety Officer – Katie Yilmaz
- Police (if the child is in immediate danger)

- All alleged Child Abuse reported to Empower Strength & Performance weightlifting club will be documented on the report form found at [Make An Integrity Complaint or Report](#).

The club will respond promptly and sensitively to all allegations, ensuring the safety and wellbeing of the child while complying with legal obligations.

## **9. Risk Management**

Empower Strength & Performance will identify and manage risks to children by:

- Conducting regular risk assessments.
- Developing clear procedures for managing child safety risks.
- Reviewing risk management strategies annually.

## **11. Communication**

This policy will be:

- Available on the club's website.
- Shared with all members and stakeholders.
- Reviewed and updated annually to ensure effectiveness.

## **12. Child Safe Practices**

### **Empower Strength & Performance Child Safeguarding Commitment**

Empower Strength & Performance is dedicated to safeguarding everyone involved in our organisation, including the Children in our care, ensuring that they feel safe and are protected. We have established Child Safe Practices to identify and prevent behaviours that could be harmful to the Children in our sport.

- A breach of the Child Safe Practices constitutes a breach of the Child Safeguarding Policy and will be addressed in accordance with the Complaints, Disputes, and Discipline Policy.
- In exceptional circumstances, certain aspects of the Child Safe Practices may not apply—for example, in an emergency where physical restraint of a child is necessary to ensure their safety. In such situations, it is essential to seek prior authorisation whenever possible or, if not feasible, notify a Relevant Organisation as soon as practicable following the incident.

### **12.1 Sexual Misconduct**

(a) Under no circumstances is any form of 'sexual behaviour' permitted between, with, or in the presence of Children.

(b) 'Sexual behaviour' is broadly defined to include any action reasonably considered sexual in nature, including but not limited to:

- **Contact behaviour:** such as sexual intercourse, kissing, fondling, sexual penetration, or exploiting a child through prostitution.
- **Non-contact behaviour:** such as flirting, sexual innuendo, inappropriate text messaging, inappropriate photography, or exposure to pornography or nudity.

## 12.2 Professional Boundaries

(a) Members must operate strictly within the scope of their roles (as defined in their position description or contract) when working with Children involved in our sport. Members must not:

- i. Provide any form of support to a child or their family outside the scope of their role unless there is an existing social, personal, or family relationship (e.g., financial assistance, babysitting, or providing accommodation).
- ii. Use a personal phone, camera, or video camera to take images of Children.
- iii. Show any form of favouritism toward a Child.
- iv. Transport Children without specific prior approval.
- v. Give gifts or presents to Children, other than official awards.
- vi. Engage in mature or adult conversations in the presence of Children.
- vii. Discriminate against a Child based on gender identity, culture, race, or disability.
- viii. Have one-on-one contact with a Child outside authorised sport activities, including direct contact (in-person) and indirect contact (via phone or online).
- ix. Accept invitations to attend private social functions requested by a Child or their family unless an existing social, personal, or family relationship exists.

(b) If Relevant Persons at Empower Strength & Performance become aware of a situation where a Child requires assistance beyond the scope of their role, they should take any or all of the following actions as soon as possible:

- i. Refer the matter to an appropriate support agency.
- ii. Refer the Child to an appropriate support agency.
- iii. Contact the Child's parent or guardian.
- iv. Seek advice from a Relevant Organisation.

## 12.3 Use of Language and Tone of Voice

Language and tone of voice used in the presence of Children should:

(a) Provide clear direction, boost their confidence, encourage, or affirm them.

(b) Not be harmful to Children. In this respect, language must not:

- i. Be discriminatory, racist, or sexist.

- ii. Be derogatory, belittling, or negative, such as calling a Child a 'loser' or making harmful remarks like saying they are 'too fat.'
- iii. Be intended to threaten or frighten.
- iv. Be profane or sexual.

## **12.4 Positive Guidance (Discipline)**

(a) Children participating in our sport will be informed of the acceptable limits of their behaviour to ensure a positive experience for all participants.

(b) Empower Strength & Performance and its Members must use appropriate techniques and behaviour management strategies to:

- (i) Create an effective and positive environment.
- (ii) Ensure the safety and wellbeing of Children and personnel participating in sport.
- (c) Empower Strength & Performance and its Members must use strategies that are fair, respectful, and suitable for the developmental stage of the Children involved.
- (d) Children should be given clear directions and opportunities to redirect their behaviour positively.
- (e) Under no circumstances should Empower Strength & Performance or its Members take disciplinary action involving physical punishment or any form of treatment that could reasonably be considered degrading, cruel, frightening, or humiliating.

## **12.5 Supervision**

(a) Children participating in our sport programs and services must always be supervised. Supervision must be constant, active, and diligent, requiring Empower Strength & Performance staff to observe each Child, respond to individual needs, and intervene immediately when necessary.

(b) One-on-one unsupervised situations with Children should be avoided. However, certain services and programs (e.g., medical treatment or physical therapy) may require such circumstances. These instances must be identified and recorded by Empower Strength & Performance.

(c) Any instance of one-on-one unsupervised contact must be reported to Empower Strength & Performance management within 24 hours of the incident.

## **12.6 Use of Electronic or Online Communications**

(a) For electronic or online communication with Children, Empower Strength & Performance follows a two-deep model, ensuring the organisation and a parent or guardian are copied in all communications.

(b) When communicating with Children, Empower Strength & Performance and its Members must ensure content:

- i. Is directly related to delivering our services, such as advising that a scheduled event is cancelled.
- ii. Is concise, with personal or social content limited to conveying the message in a polite and friendly manner.
- iii. Does not include any sexualised language.
- iv. Does not promote unauthorised social activity or contact.

## **12.7 Physical Contact with Children**

(a) Any physical contact with Children must be appropriate to the delivery of our sport programs or services and based on the needs of the Child, such as assisting with equipment use, technique, treatment by a health practitioner, or administering first aid.

(b) Under no circumstances should Empower Strength & Performance Members engage in physical contact with Children participating in our programs and services that:

- i. Involves touching genitals, buttocks, or the breast area, except as required for delivering medical or allied health services.
- ii. Would reasonably be perceived by an observer to have a sexual connotation.
- iii. Is intended to cause pain or distress to the Child (e.g., corporal punishment).
- iv. Is overly physical (e.g., wrestling, horseplay, tickling, or other roughhousing).
- v. Is unnecessary (e.g., assisting with toileting when a Child does not require help).
- vi. Is initiated against the wishes of the Child, except when necessary to prevent injury to the Child or others. In such cases:
  - Physical restraint should be used only as a last resort.
  - The level of force applied must be appropriate to the specific circumstances and solely aimed at preventing harm to the Child or others.
  - The incident must be reported to management as soon as possible.

(c) Empower Strength & Performance Members must report any physical contact initiated by a Child that is sexualised and/or inappropriate, such as acts of physical aggression, as soon as possible. This ensures the situation is managed in the interests of the safety of the Child, Members, and other participants.

## **12.8 Parent/Guardian Involvement**

Empower Strength & Performance must:

(a) Ensure that a parent or guardian is involved in any significant decision regarding their Child's participation, including signing any relevant documentation related to their involvement in Weightlifting or other sports.



(b) Conduct all training sessions in open and observable locations, allowing parents or guardians to watch their Children during training sessions.

(c) Inform parents and guardians of the expected standard of behaviour while observing their Child during training. Parents or guardians who display inappropriate conduct may be asked to leave the premises. However, they must not be denied access for an indefinite period.

### **13. Breaches of Policy**

Non-compliance with this policy may result in disciplinary action, including termination of membership or employment, and/or reporting to relevant authorities.

### **14. Review and Continuous Improvement**

Empower Strength & Performance is committed to continuously improving child safeguarding practices by reviewing this policy annually and incorporating feedback from members, children, and other stakeholders.

### **15. National Integrity Framework and Children and Young Persons (Care and Protection) ACT 1998**

The National Integrity Framework and Children and Young Persons (Care and Protection) ACT 1998 applies to this Child Safeguarding policy. This policy is subordinate to the Sport Integrity Policy and the Children and Young Persons (Care and Protection) Act. In the event of any inconsistency, the provisions of the Sport Integrity Policy and the Children and Young Persons (Care and Protection) Act will take precedence over this Empower Strength & Performance Child safeguarding policy.

### **For further support and information**

Empower Strength and Performance Weightlifting Child Safe Contact

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