

## 1. INTRODUCTION

1.1. Lang Lang Rifle Club is committed to ensuring that children and young people who participate in its activities have a safe and happy experience. Lang Lang Rifle Club supports and respects children, young people, staff, volunteers, and participants.

1.2. The aim of Lang Lang Rifle Club 's Child Safe Policy (the Policy) is to protect the safety of children in our care and prevent abuse from occurring, and in the event that allegations are raised in relation to child abuse, to ensure that the allegations are properly addressed. All complaints will be treated seriously and fully investigated and handled with maximum confidentiality and discretion.

1.3. Should a person wish to make any enquiries in relation to this Policy, please contact Lang Lang Rifle Club via email: [langlangrifleclub@gmail.com](mailto:langlangrifleclub@gmail.com)

## 2. POLICY STATEMENT

2.1. Lang Lang Rifle Club is committed to providing the highest level of safety for all involved with Target Shooting. This includes protecting members' privacy, promoting positive behaviours and attitudes,

protecting the health safety and wellbeing of members, particularly children and delivering the club's activities while acting in the best interests of children in the sport.

2.2. Specifically, Lang Lang Rifle Club considers that the health, safety, and well-being of children take priority over all other competing considerations. Lang Lang Rifle Club considers that this is necessary to ensure the health, safety and welfare of all members and protect the image and reputation of the sport, Lang Lang Rifle Club and its members.

2.3. Lang Lang Rifle Club has a zero-tolerance approach to child abuse and is committed to promoting and protecting children from abuse and neglect to the greatest extent possible. All children have equal rights to protection from child abuse, regardless of their sex, religion, disability, or sexual orientation and cultural background etc.

2.4. Child protection is a shared responsibility between Lang Lang Rifle Club contractors, associates, parents/guardians, spectators, volunteers and members of the Lang Lang Rifle Club community. Everyone that participates in Lang Lang Rifle Clubs activities is responsible for the care and protection of children, and reporting information about child abuse.

2.5. Lang Lang Rifle Club supports the active participation of all children. It listens to their views, respects their views, and involves them when making decisions, where appropriate, especially about matters that will directly affect them (including their safety).

2.6. Lang Lang Rifle Club is also committed to the cultural safety of Aboriginal children. Respecting and valuing the diverse and unique identities and experiences of Aboriginal children, and those from culturally and/or linguistically diverse backgrounds, and to providing a safe and inclusive environment for children living with a disability.

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### 3. SCOPE

3.1. This Policy applies to everyone involved in or connected to Target Shooting, including (but not limited to) participants, parents, spectators, contractors, officials, Range Officers & all volunteers throughout all Lang Lang Rifle Club events and activities.

3.2. This Policy will continue to apply retrospectively to a person or Member following the cessation of their association or membership with or of Lang Lang Rifle Club

### 4. RELATED DOCUMENTS & LEGISLATIVE REQUIREMENTS

4.1. This Policy must be read in conjunction with:

4.1.1. the laws of the Commonwealth and Victoria (as amended from time to time) including but not

limited to:

4.1.1.1. Children, Youth and Families Act 2005 (Vic)

4.1.1.2. Child Wellbeing and Safety Amendment (Child Safe Standards) Act 2015 (Vic)

4.1.1.3. Crimes Act 1958 (Vic); and

4.1.1.4. Working with Children Act 2005 (Vic)

4.1.2. Lang Lang Rifle Club policies and procedures, including but not limited to:

4.1.2.1. Social Media Policy

4.1.2.2. Constitution;

4.1.2.3. Codes of behaviour;

4.1.2.5. Grievance and Discipline procedures; and

### 5. DEFINITIONS

5.1. Child means a person involved in the activities of Lang Lang Rifle Club and under the age of 18 years unless otherwise stated under the law applicable to the child (eg, for the purposes of child sexual offences in Victoria, a “child” refers to a person under the age of 16 years).

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5.2. Child Abuse is the mistreatment of a Child or Young Person that has Harmed, is Harming or is likely to Harm or endanger that Child or Young Person’s physical or emotional health, development or wellbeing and the Child has not, or is not likely to be protected by the parent(s)

or guardian(s). For the avoidance of doubt, this includes but is not limited to Emotional or Psychological Abuse, Bullying, Grooming, Sexual Exploitation, Neglect and Harassment.

5.3. Child protection means any responsibility, measure or activity undertaken to safeguard children from Harm.

5.4. Grooming is a term used to describe what happens when a perpetrator of Abuse builds a relationship with a Child with a view to abusing them at some stage. There is no set pattern in relation to the Grooming of Children. For some perpetrators, there will be a lengthy period of time before the Abuse begins. The Child may be given special attention and what starts as an apparently normal display of affection, such as cuddling, can develop into sexual touching or masturbation and then into more serious sexual behaviour. Other perpetrators may draw a Child in and abuse them relatively quickly. Some abusers do not groom Children but Abuse them without forming a relationship at all. Grooming can take place in any setting where a relationship is formed, such as leisure, music, sports, and religious activities, or in internet chatrooms, in social media or by other technological channels.

5.5. Harm means Harm to a person or a Child is any detrimental effect of a significant nature to the person or Child's physical, psychological or emotional wellbeing. It is immaterial how the harm is

caused. Harm can be caused by:

- Physical, Psychological or Emotional Abuse or Neglect;
- Sexual Abuse or Exploitation;
- a single act, omission or circumstance; and
- a series or combination of acts, omissions or circumstances.

5.6. Sexual offence (in Victoria) means a criminal offence involving sexual activity or actions of indecency or any act which exposes a child under the age of 16 years or involves a child under the age of 16 years in, sexual activity or matters beyond his or her understanding or contrary to accepted community standards. Sexually offence behaviours can include the fondling of genitals, masturbation, oral sex, vaginal or anal penetration by a penis, finger, or any other object, fondling of breasts, voyeurism, exhibitionism, and exposing the child to or involving the child in pornography. It includes grooming, which includes actions deliberately undertaken with the aim of befriending and establishing an emotional connection with a child under the age of 16 years (or their carer, family, or supervisor) to lower their inhibitions and prepare them for engagement in a sexual offence.

5.7. Mandatory reporter means a person who is legally required to make a report to the Department of Health and Human Services or the Police if they form a belief on reasonable grounds that a child is in need of protection. It includes (but is not limited to) teachers, principals, registered psychologists, nurses, doctors and midwives.

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## 6. RECOGNISING AND REPORTING CHILD ABUSE

6.1. A person may, while in the course of participating in the sport or other activities of Lang Lang Rifle Club or carrying out their work, form a belief on reasonable grounds that a child is in need of protection from child abuse.

6.2. If a person is concerned about an immediate risk to a child's safety, the person must phone Victoria

Police on "000" as soon as practicable.

6.3. Specific types of Child abuse include:

6.3.1. Physical abuse: occurs when a child has suffered, or is likely to suffer, significant Harm as a result of a physical injury, such as a non-accidental physical injury.

6.3.2. Sexual abuse: occurs when a child has suffered, or is likely to suffer, significant Harm as a result of sexual abuse, such as when a child is exploited, or used by another for his or her sexual gratification or sexual arousal, or for that of others.

6.3.3. Emotional and psychological abuse occurs when a child has suffered, or is likely to suffer, emotional or psychological harm of such a kind that the child's emotional or intellectual development is or is likely to be significantly damaged; and

6.3.4. Neglect: occurs when a child's physical development or health has been or is likely to be significantly damaged. It refers to an omission, such as depriving a child of food, clothing, warmth, hygiene, intellectual stimulation, supervision and safety, attachment to and affection from adults, or medical care.

6.4. Mandatory Reporters

6.4.1. Select classes of people in the community (including teachers, nurses and doctors – amongst others) are required by law to report to the Child Protection Unit of the Department of Health and Human Services (DHHS) where they have formed a belief, on reasonable grounds, that a child is in need of protection because they have suffered (or are likely to suffer) significant harm due to physical or sexual abuse.

6.4.2. This report must be made as soon as practicable, and after each occasion where he or she

becomes aware of a further reasonable ground for the belief.

6.5. Reasonable grounds for belief

6.5.1. A reasonable belief is formed if a reasonable person believes that:

6.5.1.1. the child is in need of protection;

6.5.1.2. the child has suffered or is likely to suffer significant harm as a result of physical or sexual injury; and

6.5.1.3. the child's parents are unable or unwilling to protect the child.

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6.5.2. To form a reasonable belief, you should consider and objectively assess all the relevant facts, such as the source of the allegation and how it was communicated, the nature of and details of the allegation, and whether there is any other related matters known regarding the alleged perpetrator.

6.5.3. A 'reasonable belief' or a 'belief on reasonable grounds' is not the same as having proof, but is more than mere rumour or speculation.

6.5.4. You will have reasonable grounds to notify if:

6.5.4.1. a child states that they have been physically or sexually abused;

6.5.4.2. a child states that they know someone who has been physically or sexually abused (sometimes the child may be talking about themselves);

6.5.4.3. someone who knows a child states that the child has been physically or sexually abused;

6.5.4.4. professional observations of the child's behaviour or development leads a professional to form a belief that the child has been physically or sexually abused or is likely to be abused; or

6.5.4.5. signs of abuse lead to a belief that the child has been physically or sexually abused.

#### 6.6. Voluntary Reporters

6.6.1. In addition to the mandatory reporting obligations above, any person who believes on reasonable grounds that a child is in need of protection from any form of child abuse, may disclose that information to the Police, DHHS or the Commissioner for Children & Young People (CCYP).

#### 6.7. Reporting Child Sexual Abuse

6.7.1. If a person receives information that leads them to form a reasonable belief that a sexual offence has been committed in Victoria against a child (under the age of 16 years) by another person (of or over the age of 18 years), the person has a legal obligation to disclose that information to the Police as soon as it is practicable. Individuals who fail to comply with this obligation under the Crimes Act 1958 (Vic) may be subject to a penalty of imprisonment.

#### 6.8. Lang Lang Rifle Club Approach to Reports of Abuse

6.8.1. Lang Lang Rifle Club supports and encourages a person to make a report to the Police, CCYP or DHHS if they form a belief on reasonable grounds that a child is in need of protection, or they are concerned about the safety, health or wellbeing of a child.

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6.8.2. Any person that makes a report in good faith in accordance with their reporting obligations

(whether mandatory or voluntary) will be supported by Lang Lang Rifle Club, and will not be penalised by Lang Lang Rifle Club for making the report. The processes for complaints and concerns will also be child-focussed.

6.8.3. If a person is uncertain as to whether they should make a report to an external authority in relation to the safety of a child, they may speak to the Lang Lang Rifle Club President or Lang Lang Rifle Club MPIO for guidance and information. If in doubt, ask for assistance.

6.8.4. If an allegation is made against a member of staff or volunteer, Lang Lang Rifle Club will follow the reporting procedure outlined in Lang Lang Rifle Clubs Grievance & Discipline Policy and take all steps to ensure that the safety of the child and other children is paramount.

6.8.5. Lang Lang Rifle Club will investigate allegations of inappropriate conduct against a child in accordance with procedural fairness and will handle the allegations in a confidential and sensitive manner to the greatest extent possible.

6.8.6. Lang Lang Rifle Club will cooperate with the directions of the Police, CCYP and/or DHHS in relation to any investigation conducted by these authorities.

6.8.7. Lang Lang Rifle Club will keep a register of any allegations regarding inappropriate conduct.

### 7. ROLES AND RESPONSIBILITIES OF PERSONNEL PROTECTING CHILDREN

7.1. Personnel involved in protecting children include the Committee, staff and volunteers within the Organisation. Those people have responsibilities in relation to protection of children and are expected to:

7.1.1. understand the rights of children, as appropriate to their role;

7.1.2. respect the cultural and religious practices of families who access Lang Lang Rifle Club services, programs, or events;

7.1.3. understand and appropriately respond to the needs of children with developmental delays or disabilities;

- 7.1.4. Appropriately act on any concerns raised by children; Children and young people are empowered about their rights, participate in decisions affecting them and are taken seriously
- 7.1.5. understand the definitions, indicators, and impact of child abuse;
- 7.1.6. at all times, know and follow regulations in relation to the care of children and follow the Code of Behaviour.
- 7.1.7. co-operate with police and/or other formal investigations to the best of their ability; and
- 7.1.8. not harm or exploit children who access (Organisation)'s services.

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7.2. The Captain of Lang Lang Rifle Club will act as Child Safety Officer or equivalent role that will be the primary point of contact for all concerns related to child safety.

### 8. RECRUITMENT AND SCREENING

8.1. The minimum standard for background checks of employees, contractors and volunteers of Lang Lang Rifle Club and its members is the law as it applies in Victoria.

8.2. Lang Lang Rifle Club undertakes a comprehensive recruitment and screening process for all volunteers & contractors which aims to:

8.2.1. promote and protect the safety of all children who participate in the activities of Lang Lang Rifle Club

8.2.2. identify and recruit the safest and most suitable candidates who share Lang Lang Rifle Club's values and commitment to protect children; and

8.2.3. prevent a person from volunteering at Lang Lang Rifle Club if they pose an unacceptable risk to children.

8.3. Lang Lang Rifle Club requires, contractors and volunteers to pass the recruitment and screening process prior to commencing their engagement with Lang Lang Rifle Club

8.4. As part of the screening and recruitment process, an applicant must provide appropriate evidence (e.g. WWCC or other state equivalent and/or Police check) to show that they are suitable to work with children and young people in a recreational setting. Lang Lang Rifle Club requires that:

8.4.1. All Lang Lang Rifle Club Volunteers and Committee members assigned to duties where they may come into contact with persons under the age of 18 years require a WWCC; and

8.4.2. the following key event personnel must have a valid WWCC:

8.4.2.1. Range Officers & others engaged in the instruction of Children at Lang Lang Rifle Club

8.4.2.2. Any other volunteers with regular roles in Lang Lang Rifle Club

8.4.2.3. relevant contractors who may have unsupervised access to children; and

8.4.2.4. anyone else who Lang Lang Rifle Club Committee feel requires a WWCC due to the nature of the work that they are undertaking for Lang Lang Rifle Club

8.5. The type of evidence that an applicant is required to provide to Lang Lang Rifle Club will vary depending on the type of position that they are applying for. However, an applicant will not be offered a voluntary position until they provide the required evidence to Lang Lang Rifle Club

8.6. Lang Lang Rifle Club will require applicants to provide a Policecheck in accordance with the law and as appropriate, before they commence their engagement and during their time with Lang Lang Rifle Club in regular intervals.

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8.7. Lang Lang Rifle Club will undertake a thorough reference checks prior to engaging any volunteers.

8.8. Once engaged, Lang Lang Rifle Club will provide volunteers with access to this policy and volunteers must review and acknowledge their understanding of this policy.

8.9. Lang Lang Rifle Club requires all affiliated club volunteers including, Committee Members, and Range Officers and anyone else who has contact with children to possess a valid working with children check. Any costs associated with gaining a valid WWCC will be reimbursed by the Club.

### 9. SUPPORTING PERSONNEL

9.1. Lang Lang Rifle Club is committed to ensuring that all, Committee members, volunteers and contractors receive training to ensure that they understand their responsibilities in relation to child safety. Mandatory training at Lang Lang Rifle Club includes:

9.1.1. Inductions by the club Captain specific to the role

9.2. Lang Lang Rifle Club assists its committee members, contractors and volunteers to incorporate child safety considerations into decision-making and to promote a culturally safe environment where children are empowered to speak up about issues that affect them.

### 10. RISK MANAGEMENT APPROACH

10.1. Child safety is a part of Lang Lang Rifle Club's overall risk management approach.

### 11. POLICY BREACHES

11.1. It is a breach of this policy for any person or organisation to which this policy applies, to have been found to have done anything contrary to this policy. Any person who may breach this



policy is subject to disciplinary action

## 12. POLICY PROMOTION

12.1. We are committed to informing and involving families and communities in promoting child safety and wellbeing This policy will be made available to all members via our club's website ([www.langlangrifleclub.com.au](http://www.langlangrifleclub.com.au))

12.2. This policy will be communicated to all , Committee members & Volunteers in writing & publication on the Club website

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