

AWMA Family Martial Arts – Child Safe Plan

1. Our Commitment to Child Safety

AWMA Justin Colbert Karate (AWMA) is committed to providing a safe, inclusive, and supportive environment where all children and young people can learn, grow, and thrive through martial arts training.

We uphold the **National Principles for Child Safe Organisations** and comply with the **Victorian Child Safe Standards (2023)**.

The safety, wellbeing, and inclusion of all students—especially children and young people—is our highest priority.

2. Our Child Safe Values

We believe that:

- Every child and young person has the right to feel safe, respected, and valued.
- All students should be free from bullying, discrimination, abuse, or neglect.
- Children's voices should be heard and taken seriously.
- Families and communities play a vital role in supporting child safety and wellbeing.

3. Code of Conduct

All instructors, assistants, volunteers, and staff at AWMA must:

- Act in the best interests of students at all times.
- Treat all students with respect and fairness.
- Maintain appropriate professional boundaries.
- Never use physical punishment, verbal abuse, or intimidation.
- Report any concerns, disclosures, or suspicions of harm immediately to the Child Safety Officer or relevant authority.

A copy of our **Child Safe Code of Conduct** is available for all staff, parents, and volunteers.

4. Equal Opportunity and Inclusion

AWMA is an **equal opportunity organisation**.

We welcome and support participation from students of all backgrounds, abilities, genders, and cultural identities, including Aboriginal and Torres Strait Islander children, children with disabilities, and those from diverse linguistic or religious communities.

We make reasonable adjustments to ensure all students can safely and fully participate in our programs.

5. Facilities and Supervision

- Training areas are designed to provide clear visibility for instructors and parents.
- Children are always supervised by accredited instructors during class times.
- We maintain **separate bathroom and change facilities** for children, adults, and staff to ensure privacy and safety.
- Students are not left alone with staff members in enclosed spaces.

6. Photography and Image Capture Policy

To protect the privacy and safety of our students:

- **No photography or video recording** is permitted during classes unless prior consent has been obtained from the school and the child's parent or guardian.
- AWMA may take photos or videos for promotional purposes **only with written consent**.
- Images are stored securely and never shared publicly without permission.
- Parents and visitors must not share photos or videos of other students online without explicit consent.

7. Recruitment and Screening

All staff and volunteers who work with children must:

- Hold a valid **Working With Children Check (WWCC)**.
- Complete **child safe training** prior to commencing instruction.
- Adhere to the AWMA Child Safe Code of Conduct and this policy at all times.
- Undergo reference and background checks as part of the recruitment process.

8. Reporting and Responding

All child safety concerns, complaints, or incidents are taken seriously and managed in line with **Child Safe Standard 6 – Suitable and Effective Complaint Handling**.

Any person may raise a concern with:

- The **Child Safety Officer**,
- A senior instructor or the director, or
- Directly with **Victoria Police** or **Child Protection**.

We will ensure all reports are handled sensitively, confidentially, and in accordance with legislative requirements.

9. Ongoing Review and Improvement

AWMA Family Martial Arts reviews this Child Safe Plan annually, or following any incident, regulatory change, or feedback from our community.

All staff receive annual updates on child safety, inclusion, and wellbeing practices to ensure continuous improvement.

10. Contact

Child Safety Officer: Justin Colbert

Email: info@alburywodongamartialarts.com

Phone: 0432 255 547

For more information, visit:

alburywodongamartialarts.com