



CHILD AND YOUTH RISK MANAGEMENT STRATEGY

WORKING WITH CHILDREN POLICY

PURPOSE

Australian Powerlifting League (APL) is committed to the safety, wellbeing, and protection of children and youth from harm. This policy outlines APL's approach to working with children and should be read in conjunction with APL's wider strategies that support staff, Meet Directors, Referees, volunteers and members engaged in work with children. The purpose of this policy is to:

- a. Maintain a safe environment within APL for Working With Children (WWC);
- b. Support a child safe culture within APL that is aligned with the National Principles for Child Safe Organisation;
- c. Ensure APL maintains a framework that supports and empowers stakeholders to meet and champion obligations through respectful, supporting and collaborative engagement with children;
- d. Ensure APL has reasonable safeguards in place for children and members of the APL community; and
- e. Maintain oversight and best practice of APL competitions and events and support WWC through an integrated risk management strategy.

SCOPE

The 'APL Child and Youth Risk Management Strategy - Working with Children Policy' always applies to the following people whether they are participating in or operating in a paid or unpaid/voluntary capacity within the federation:

- Individuals members
- Coaches
- ALI employees, volunteers and independent contractors
- Parents, guardians, spectators and sponsors and any other person to the full extent that is possible.
- Any other Person who has agreed to be bound by this Policy.

This policy should be read in conjunction with related APL policies, and should be applied with regard to the Commonwealth and State legislations and statutes for WWC.

GENERAL PRINCIPLES

The following principles underpin APL's approach to WWC:

- a. APL has zero tolerance for child abuse.
- b. APL recognises the rights of the child and acts in their best interests to protect them.
- c. APL has regard to the National Principles for Child Safe Organisations founded on:
 - i. Child safety and wellbeing is embedded in APL's leadership, governance and culture.

- ii. Children and young people are informed about their rights, participate in decisions affecting them and are taken seriously.
- iii. Families and communities are informed and involved in promoting child safety and wellbeing.
- iv. Equity is upheld and diverse needs are respected in APL's policy and practice.
- v. People working with children and young people are suitable and supported to reflect child safety and wellbeing values in practice.
- vi. Processes to respond to complaints and concerns are child focused.
- vii. Staff and volunteers within APL are equipped with the knowledge, skills and awareness to keep children and young people safe through ongoing education and training.
- viii. Physical and online environments promote safety and wellbeing while minimising the opportunity for children and young people to be harmed.
- ix. Implementation of the national child safe principles is regularly reviewed and improved.
- x. Policies and procedures document how APL is safe for children and young people.

ROLES AND RESPONSIBILITIES

The President of APL is responsible to the Federation and wider APL community for the overall strategic planning and implementation of policies and practices relating to working with children.

The APL Executive are responsible for the oversight of APL's compliance and leadership within the wider community relating to working with children, and the implementation of policies and practices in place. This will be achieved by:

- Implementing and communicating the requirements of this policy and practices to staff;
- Oversight, and monitoring of APL's WWC portals and registers, as per each State and Territory's requirements. This relates to current notices, including positive notices, negative notices, and related approvals for staff and volunteers involved within APL in WWC.
- Developing staff awareness and resources for those who work with children.

MEMBERS OF APL

Before engaging in activities with children, whether paid or volunteer, members of the APL community are responsible for ensuring they:

- Assess activities and events involving WWC and identify compliance obligations and responsibilities with regard to policies and practices that may need to be considered;
- Hold a current Working with Children Check (positive notice or valid exemption) as per the State or Territory requirements an individual works in, for example, a Blue Card in Queensland.
- An individual is not a Restricted Person undertaking Restricted Employment;
- Have received the prerequisite management approval to undertake the activity or project, and an appropriate risk management plan has been established to safeguard the needs of children and youth; and
- Read relevant policy and procedures, and undertaken any relevant training as directed.

MONITORING, REVIEW AND ASSURANCE

APL is responsible for monitoring, reviewing and providing assurance on the effectiveness of this policy for staff, relevant volunteers and the wider APL community. APL will conduct an annual review of all WWC policies and practices.

WORKING WITH CHILDREN CHECK

A Working with Children Check (WWCC) is an assessment of whether a person poses an unacceptable risk to children in Australia, and aims to prevent people working with children if records indicate they may pose an unacceptable risk to children.

It is mandatory and legislated that adults who work or volunteer who come in contact with children must complete a WWCC, as per the State or Territory requirements. There currently is no national framework setting out the requirements for obtaining a WWCC (or Police Check) and each State and Territory has their own procedures and requirements.

How to apply for a WWCC

Since all States and Territories have varying legislations about the WWCC, it means the application process might differ slightly. However, there are basic procedures you need to fulfil to complete an application:

1. Ensure that you apply through the authorised government screening unit available for that state.
2. Fill and complete the application form or the application process.
3. Provide proof of identity; you will need
 - a. Photo ID (passport, driver's licence, ImmiCard from Australian government)
 - b. Other government-related ID (Medicare, Australian Birth certificate, Health care card, Pensioner concession card, Australian citizenship certificate).

Refer to the table below to apply for a WWCC -

	NAME OF CHECK	WWCC RESOURC	INFORMATION FOR APL COMMUNITY
NEW SOUTH WALE	Working with Children Chec	New South Wales - Application - Working with Children Check	To link with APL's Organisation, individuals need to send APL the following information: <ol style="list-style-type: none"> 1. Family name 2. Date of birth 3. Reference number (WWC or APP followed by 7 digits) 4. APL will then use the above information to request this account to be linked to APL's account.
QUEENSLAND	Blue Card Check / Working with Children Check	Queensland - Application - Working with Children Check	To link with APL's Organisation, individuals need to create an account, or have a pre-existing account. For new volunteer applications, a link to APL's organisation is required before you can complete your online application. <ol style="list-style-type: none"> 1. Log onto the online application and register an account. 2. APL is then required to log onto the Organisation portal to create a link between APL and the applicant. 3. Once a link has been created, the applicant is notified via SMS or email of the successful link with the organisation. 4. Applicants are now able to complete and submit their online application for their volunteer blue card.

VICTORIA	Working with Children Check	Victoria - Application - Working with Children Check	<p>To link with APL's Organisation, individuals need to use the following information to register with APL. Once a link between the volunteer and the Organisation, the Victoria Government will send APL a letter of confirmation with a photo of the individual's card for our record keeping.</p> <p>Name: Australian Powerlifting League ABN: 29 656 875 115 Email: hr@aplpowerlifting.com Phone: 0423 807 809 Postal Address: 47 Lumley Street, Upper Mount Gravatt QLD 4122 APL Contact: Daniel Carpenter, President - APL</p>
SOUTH AUSTRALIA	DCSI Screening / Working with Children Check	South Australia - Application - Working With Children Check	Individuals are required to notify APL of your application for a Working with Children Check.
AUSTRALIAN CAPITAL TERRITORY	Working With Vulnerable People (WWVP) Check	ACT - Application - Working With Children Check	ACT doesn't have capability to link an individual to an 'organisation'. It is the responsibility of the individual to notify APL of their WWVP application and approval. Should the status of an individuals WWVP change, each individual has a requirement to notify APL. APL have a responsibility to conduct regular checks of individuals WWVP status.
TASMANIA	Registration to Work with Vulnerable People (RWVP) / Working with Children Registration	Tasmania - Application - Working with Children Check	<p>To apply for a volunteer WWCC, it costs \$20.40 which individuals are required to cover the fee themselves.</p> <p>To link with APL's Organisation, individuals need to create an account, or have a pre-existing account. For new volunteer applications, individuals can note 'Australian Powerlifting League' as their Organisation</p>
WESTERN AUSTRALIA	Working With Children Check	Western Australian - Application - Working with Children Check	Individuals are required to notify APL of your application for a Working with Children Check.
NORTHERN TERRITORY	Working with Children Clearance / Ochre Card	Northern Territory - Application - Working with Children Check	<p>To apply for a volunteer WWCC, if costs \$7.00. Individuals are required to cover the fee themselves along with filling out a Working with Children Clearance.</p> <p>Individuals are required to notify APL of their application, providing their full name and date of birth</p>

DEFINITIONS

APL Community: Current APL staff, members, Meet Directors, Referees or volunteers and anyone else contractually bound to comply with this policy.

Child: A person under the age of 18

Disclosure of Harm: A disclosure of harm occurs when someone, including a child, tells someone about harm that has happened, is happening, or is likely to happen.

Harm: Any detrimental effect of a significant nature on a person's physical, psychological or emotional wellbeing. Harm can be caused by physical, psychological, or emotional abuse; economic hardship, neglect, or sexual abuse or exploitation.

Negative Notice: A letter issued to a person whose application is refused, prohibiting them from carrying on a business or working with children.

Positive Notice: A letter issued to a person whose application is approved and issued with the appropriate working with children check identification and certification.

Restricted Employment: Restricted employment refers to the situations or exemptions that allow a person to work with children without a working with children check, such as if they are;

- A volunteer parent;
- A volunteer who is under 18;
- Paid or unpaid staff who work in regulated child-related employment for not more than 7 days in a calendar year; or
- A consumer at a child-related service outlet where they also carry out work at the outlet.

Restricted Person: A restricted person is a person who either:

- Has been issued a negative notice;
- Has a suspended WWC certification, for example a Blue Card;
- Is a disqualified person; or
- Has been charged with a disqualifying offence that has not been finalised.

Staff: Continuing, fixed-term and casual staff members.

Suspicion of Harm: A suspicion of harm is when someone has a reasonable suspicion that a child has suffered, is suffering, or is at an unacceptable risk of suffering, significant harm.

Volunteers/volunteering: People who donate their services in a voluntary capacity to APL without expectation of remuneration. Volunteering is time willingly given for the common good and without financial gain.

WWC: Working with Children, refers to activity that involves work/working with children and youth, being people under the age of 18.