

STATEMENT OF COMMITMENT

- ITHACA POOL is committed to child safety.
- We want children to be safe, happy and empowered.
- We support and respect all children, as well as our staff and volunteers.
- We are committed to the safety, participation and empowerment of all children.
- We have zero tolerance of child abuse, and all allegations and safety concerns will be treated very seriously and consistently with our robust policies and procedures.
- We have legal and moral obligations to contact authorities when we are worried about a child's safety, which we follow rigorously.
- ITHACA POOL is committed to preventing child abuse and identifying risks early, and removing and reducing these risks.
- ITHACA POOL has robust human resources and recruitment practices to reduce the risk of child abuse by new and existing staff members, volunteers and other patrons.
- ITHACA POOL is committed to regularly training and educating our staff and volunteers on child abuse risks.
- We are committed to the cultural safety of Aboriginal children, the cultural safety of children from culturally and/or linguistically diverse backgrounds, and to providing a safe environment for children with a disability.

CHILD SAFETY POLICY

Ithaca Pool promotes a child safe culture that embodies a set of values and practices that guide the attitudes and behaviours of all staff. We want all children and young people who participate in our programs to have a safe and happy learn to swim, and recreational swimming, experience and to gain the life skill of swimming and water safety. We support and respect our children, young people, their families and our staff.

Title

Ithaca Pool Child Safety Policy

Introduction

- Our policy guides our paid staff (and trainees) on how to behave when interacting and engaging with children at **Ithaca** Pool.
- The policy directs how we build and maintain a child safe environment inclusive of all participants with transparency and integrity.
- Our commitment extends to:
 - Protecting children from abuse, neglect, mistreatment or misconduct that causes harm.
 - Safeguarding children who participate in lessons or who attend our facility.
 - Listening to children, actively seeking their feedback and taking their concerns seriously.
 - Treating children fairly and with respect.
 - Equity will be upheld and diverse needs considered.
 - Encouraging parents and caregivers to be involved in order to better understand what will keep their children safe, healthy and happy.
 - Families and the community feel comfortable to ask questions on how **Ithaca Pool** prioritises child safety.
 - Preventing harm to children by managing risk.
 - Continually reviewing our child safe policies.

Participation

- **Ithaca Pool** supports the active participation of children within our facility and in the programs we offer.
- **Ithaca Pool** recognises the diverse needs of children and provides equal opportunities for all children, from all backgrounds and abilities to feel included and welcome while using our facility or participating in appropriate activities and programs.
- All children's voices are heard and acted upon in matters that directly affect them.
- The facility has an open physical environment both in the pool and in the reception area. Parents are encouraged to be in earshot and can always have full sight of their child.

Recruitment of Staff

- **Ithaca Pool** maintains a rigorous and consistent recruitment, screening and selection process. References are checked.
- All staff are screened through the Working with Children Check. All lifeguards have current CPR and Pool Lifeguard qualifications. All teaching staff are AUSTSWIM and/or Swim Australia qualified and hold current first aid qualifications.
- Teachers must renew their teaching licence every three years and are required to undertake regular professional development to maintain and build on their skills.

Training, support and supervision of staff and procedures to ensure children's safety

- We promote respect, fairness and consideration for all staff.
- All new staff and trainees are provided with induction and training before working independently and are given regular feedback and support.
- All staff are advised of the **Ithaca Pool** Code of Conduct for Child Safety during their orientation and training sessions.
- New staff are provided an Employment contract and required to sign the code of conduct acknowledging their commitment to abide by it.
- Staff are encouraged to ask questions and contribute to the continuous improvement of child safe practices in the workplace.
- At no time can a child be left in the company of only one staff member.
- Parents and caregivers are permitted and encouraged to remain in clear vision of all activities in the pool.
- Parent or caregiver is encouraged to accompany child to the toilet/ change-room.

Communication

- Our policy will be discussed during training sessions for all new staff, volunteers and trainees.
- This Child Safe policy will be available to view on our website ithaca-pool.com.au.
- Children and parents joining our programs will be informed of the Policy upon enrolment.
- By enrolling children at **Millers Swim School - Ithaca Pool** parents/caregivers acknowledge and accept that there will be appropriate physical contact between the teacher and the child to ensure swimming skills and confidence in the water are developed.
- Personal information provided to **Ithaca Pool** will be treated confidentially. This information may be used to improve facility services, tailor programs and improve quality of the learning/ swimming experience.

Complaints Management and Reporting

- **Ithaca Pool** promotes a child focused complaints system and encourages children to speak up.
- **Ithaca Pool** will not tolerate incidents of discrimination, harassment, bullying or child abuse.
- Staff feel supported to raise concerns about child safety and our children feel safe to raise concerns about themselves and their friends.
- Daisy Miller (Director) is the Child Safety Contact Person to manage all complaints.
- Complaints by any patrons, parents/caregivers or staff should be made in writing to info@ithaca-pool.com.au outlining the nature of the complaint.
- Complaints will be investigated within 7 days.

Safe Pool Operations

- **Ithaca Pool** is committed to adhering to the guidelines set down by Royal lifesaving Australia.
<https://www.royallifesaving.com.au/Aquatic-Risk-and-Guidelines/guidelines/GSPO>

Other legislation, industry standards or internal policies

- [Queensland family and child commission](#)
- [National Principles for Child Safe Organisations](#)
- Child Protection (Working with Children) Act 2012
- Children and Young Persons (Care and Protection) Act 1998
- Codes of Conduct
- Royal Life Saving Guidelines (Guideline for Safe Pool Operations)

Review

The policy and guidelines will be reviewed every two years and incorporate comments and suggestions from our range of stakeholders (including staff, children and families).

The 10 National Child Safe Principles

1. Child safety and well-being is embedded in organisational leadership, governance and culture
2. Children and young people are informed about their rights, participate in decisions affecting them and are taken seriously
3. Families and communities are informed, and involved in promoting child safety and well-being
4. Equity is upheld and diverse needs respected in policy and practice
5. People working with children and young people are suitable and supported to reflect child safety and well-being values and practice
6. Processes to respond to complaints and concerns are child focused
7. Staff and volunteers are equipped with the knowledge, skills and awareness to keep children and young people safe through ongoing education and training
8. Physical and online environments promote safety and well-being while minimising the opportunity for children and young people to be harmed
9. Implementation of the national ChildSafe principles is regularly reviewed and improved
10. Policies and procedures document how the organisation is safe for children and young people

Ithaca Pool Code of Conduct for Child Safety

All paid and unpaid staff, including volunteers, or trainees of Ithaca Pool are responsible for the safety and wellbeing of children and young people who engage with Ithaca Pool. All paid and unpaid staff are expected to act in accordance with this Code of Conduct in their physical and online interactions with children and young people under the age of 18 years.

I will:

- Act in accordance with Ithaca Pool's child safety and wellbeing policies and procedures at all times.
- Behave respectfully, courteously and ethically towards children and their families and towards other staff.
- Listen and respond to the views and concerns of children, particularly if they communicate (verbally or non-verbally) that they do not feel safe or well.
- Promote the human rights, safety and wellbeing of all children at Ithaca Pool.
- Demonstrate appropriate personal and professional boundaries.
- Consider and respect the diverse backgrounds and needs of children.
- Create an environment that promotes and enables children's participation and is welcoming, culturally safe and inclusive for all children and their families.
- Involve children in making decisions about activities, policies and processes that concern them wherever possible.
- Contribute, where appropriate, to Ithaca Pool policies, discussions, learning and reviews about child safety and wellbeing.
- Identify and mitigate risks to children's safety and wellbeing as required by Ithaca Pool's risk assessment and management policy or process.
- Respond to any concerns or complaints of child harm or abuse promptly and in line with Ithaca Pool's policy and procedure for receiving and responding to complaints.
- Report all suspected or disclosed child harm or abuse as required by Queensland Government Department of Child Safety and by Ithaca Pool's policy and procedure on internal and external reporting.
- Comply with Ithaca Pool's protocols on communicating with children.
- Comply with Queensland Government Department of Child Safety and Ithaca Pool's policies and procedures on record keeping and information sharing.

I will NOT:

- Engage in any unlawful activity with or in relation to a child.
- Engage in any activity that is likely to physically, sexually or emotionally harm a child.
- Unlawfully discriminate against any child or their family members.
- Be alone with a child unnecessarily.
- Arrange personal contact, including online contact, with children I am working with for a purpose unrelated to Ithaca Pool's activities.
- Disclose personal or sensitive information about a child, including images of a child, unless the child and their parent or legal guardian consent or unless I am required to do so by Ithaca Pool's policy and procedure on reporting.
- Use inappropriate language in the presence of children, or show or provide children with access to inappropriate images or material.
- Work with children while under the influence of alcohol or prohibited drugs.
- Ignore or disregard any suspected or disclosed child harm or abuse.

If I think this Code of Conduct has been breached by another person in Ithaca Pool I will:

- Act to prioritise the best interests of children.
- Take actions promptly to ensure that children are safe.
- Promptly report any concerns to my manager, Ithaca Pool's Child Safety Officer, or another manager or leader of Ithaca Pool.
- Follow Ithaca Pool's policies and procedures for receiving and responding to complaints and concerns.
- Comply with Queensland Government Department of Child Safety, if relevant, and with Ithaca Pool policy and procedure on internal and external reporting.

I agree to abide by this Code of Conduct during my employment with Ithaca Pool.

I understand that breaches of this Code of Conduct may lead to disciplinary action or termination of my employment with Ithaca Pool.

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Signature

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Full Name

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Date