

MIDNIGHT BASKETBALL AUSTRALIA - WWC STATEMENT OF COMMITMENT



STATEMENT OF COMMITMENT

Midnight Basketball Australia is committed to the safety and wellbeing of all children and young people, including those who use our services. Our workers will treat them with respect and understanding and address their concerns at all times. Our organisation will endeavour to provide a safe and supportive service environment for children and young people through adherence to best practice WWC policies and practices.

CODE OF CONDUCT

Who must comply with the Code of Conduct: This Code of Conduct applies to all paid roles, volunteers, parents, and any other adults or young people who are involved in the setting up and running of Midnight Basketball Tournaments.

- Respect the rights, dignity and worth of every person, regardless of their abilities, gender, religion or cultural background.
- Support all efforts to remove any form of abuse in the organisation and encourage a safe and supportive service environment.
- Ensure that any physical contact with others is appropriate to the situation and necessary for the person's skill development.
- Refrain from developing close personal relationships with the players outside of the adult/player relationship.
- Refrain from using abusive, derogatory or offensive language.
- Impart knowledge and skills of the game in a respectful and encouraging manner.
- Respect the decisions of Midnight Basketball Australia, the Committee and other officials and encourage players to do the same.
- Always consider the health, safety and welfare of the players.

POLICY AND PROCEDURES FOR HANDLING DISCLOSURES OR SUSPICIONS OF HARM

The following policy and procedures will ensure that everyone responds as quickly as possible and in the best interests of the child or young person under 18 years of age, when disclosures or suspicions of harm are received. Midnight Basketball Australia recognises that children and young people are vulnerable members of the community and that extra measures must be taken to protect and support them.

Definitions

Harm may be categorised in the following types:

- physical abuse, for example, beating, shaking, burning, biting, causing bruise or fractures by inappropriate discipline, giving children alcohol, drugs or inappropriate medication;
- emotional or psychological abuse, for example, constant yelling, insults, swearing, criticism, bullying, not giving children positive support and encouragement;
- neglect, for example, not giving children sufficient food, clothing, enough sleep, hygiene, medical care, leaving children alone or children missing school; and
- sexual abuse or exploitation, for example, sexual jokes or touching, exposing children to sexual acts or pornography or having sexual intercourse with a child or young person under 16 years of age (even if the child appears to have consented).

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Suspicion of harm

You can suspect harm if you are concerned by significant changes in behaviour or the presence of new unexplained and suspicious injuries.

Disclosure of harm

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

Disclosures of harm may start with:

- “I think I saw...”
- “Somebody told me that...”
- “Just think you should know...”
- “I’m not sure what I want you to do, but...”

Procedures to minimise harm to children and young people

Our organisation works to minimise harm to children and young people by acting in a manner that supports their interests and wellbeing, by:

- making sure that children know that it is their right to feel safe at all times;
- teaching them about acceptable and unacceptable behaviour in general;
- letting them know who is and who is not an employee in the organisation;
- allowing them to be a part of decision-making processes;
- making sure they are safe by monitoring their activities and ensuring their environment meets all safety requirements;
- taking anything a child or young person says seriously and following up their concerns;
- letting them know there is no secret too awful, no story too terrible, that they can’t share with someone they trust;
- teaching them about appropriate and inappropriate contact in a manner appropriate to their age and level of understanding;
- teaching children and young people to say ‘no’ to anything that makes them feel unsafe;
- encouraging them to tell staff of any suspicious activities or people; and
- listening to children and young people and letting them know that staff are available for them if they have any concerns.

Procedures for receiving a disclosure of harm

When receiving a disclosure of harm:

- remain calm and find a private place to talk;
- don’t promise that you’ll keep a secret; tell them they have done the right thing in telling you but that you’ll need to tell someone who can help keep them safe;
- only ask enough questions to confirm the need to report the matter; probing questions could cause distress, confusion and interfere with any later enquiries; and
- do not attempt to conduct your own investigation or mediate an outcome between the parties involved.

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REPORTING GUIDELINES FOR DISCLOSURES OR SUSPICIONS OF HARM

Following are the actions our organisation will take immediately following a disclosure or suspicion of harm.

Documenting a suspicion of harm

If you or others have concerns about the safety of a child, record your concerns in a non-judgmental and accurate manner as soon as possible. If a parent explains a noticeable mark on a child, record your own observations as well as accurate details of the conversation. If you see unsafe or harmful actions towards a child in your care, intervene immediately, provided it is safe to do so. If it is unsafe, call the police for assistance.

Documenting a disclosure of harm

Discuss with the Committee Chair or the Tournament Night Manager how to complete a Midnight Basketball incident report form or record the details as soon as possible so that they are accurately captured. Include:

- time, date and place of the disclosure;
- 'word for word' what happened and what was said, including anything you said and any actions that have been taken; and
- date of report and signature.

If you do not wish to enter this information into the Tournament System due to the sensitivity of the information, discuss with your Committee Chair and notify Midnight Basketball Australia.