



CHILD SAFE AWARENESS & CULTURE IN CRICKET

CRICKET VICTORIA

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February 2022

WHY IS THIS IMPORTANT?

- We love cricket. We want others to love it and grow participation. Kids will only keep playing if they feel safe. And their parents trust that their child is safe
- People understand more these days as to what behaviour is acceptable or not acceptable
- A person's *perception* of behavior can be different to what the other person *intended* – need to know what we can and can't do
- Awareness is growing – the Child Safety Framework in Cricket protects our kids AND you.

Victoria's Child Safe Standards

All organisations that work with children and young people are required to meet Child Safe Standards



National Principles for Child Safe Organisations



1 Child safety and wellbeing 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 wellbeing.



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 wellbeing values in 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 wellbeing while minimising the opportunity for children and young people to be harmed.



9 Implementation of the national child safe principles is **regularly reviewed and improved**.



10 **Policies and procedures** document how the organisation is safe for children and young people.

New Child Safe Standards Victoria on 1 July 2022 to protect children

News 1 July 2021

The Victorian Government has announced that the new Standards will commence on 1 July 2022, giving organisations time to plan and comply.

The eleven new Standards will replace Victoria's current seventeen standards and principles.

Key changes include new requirements:

- to involve families and communities in organisations' efforts to keep children and young people safe
- for a greater focus on safety for Aboriginal children and young people
- to manage the risk of child abuse in online environments



COMMISSION FOR CHILDREN
AND YOUNG PEOPLE

For more information about the Child Safe Standards and how to meet them, go to our website or connect with us.

www.cccyp.vic.gov.au

(03) 8601 5281



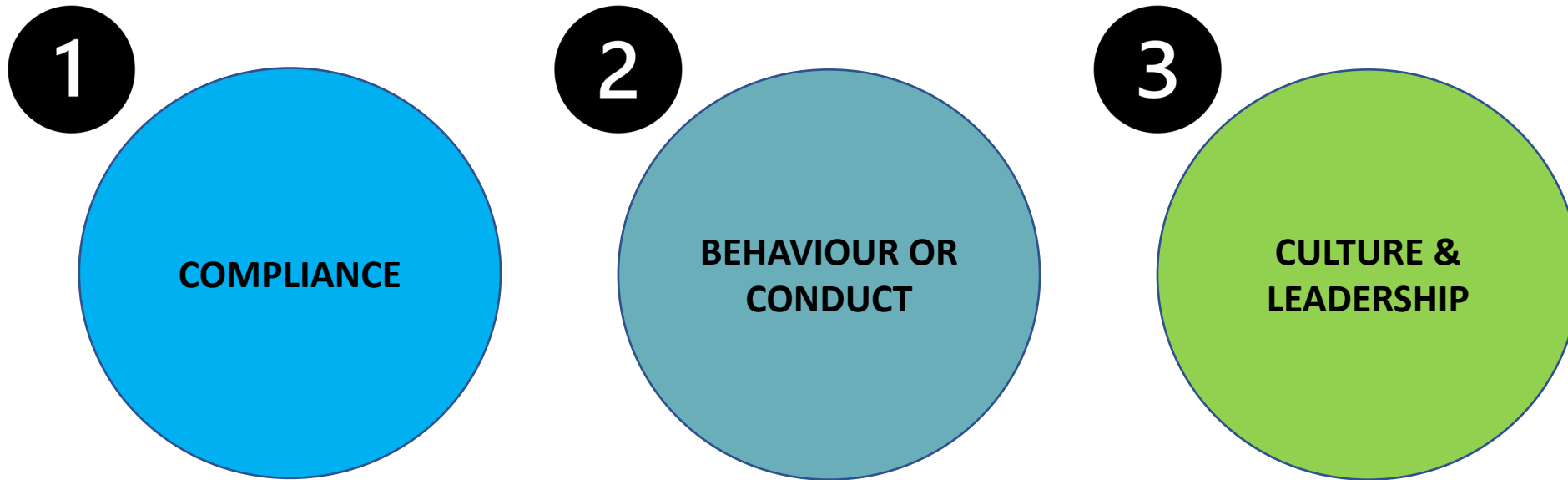
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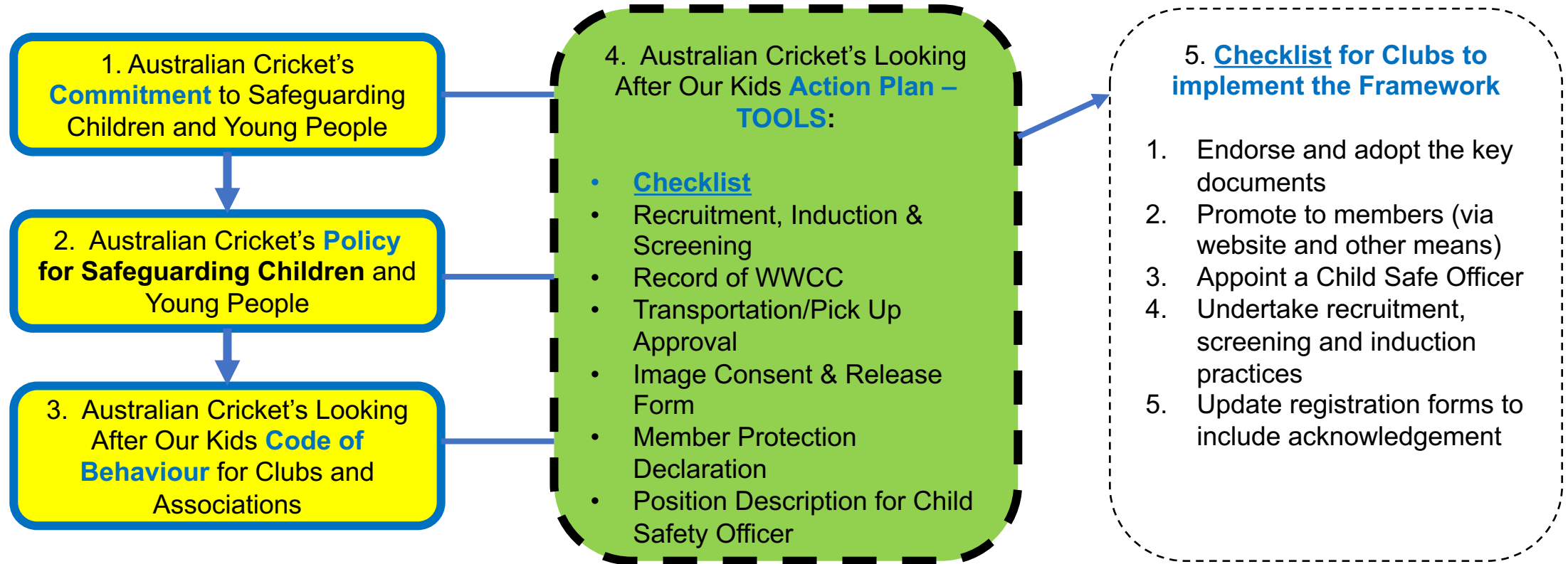
Australian Government

For more information, please visit
<https://pmc.gov.au/child-safety>
<https://childsafes.humanrights.gov.au/>

WHAT we need to know – into 3 areas



WHAT - Cricket Child Safety Framework



WHAT THE POLICIES REQUIRE OF US ALL...

- a) Understand the **rights of Children and Young People** and **empower them** by giving them a voice in our clubs;
- b) Understand **definitions, indicators and impact** of Child Abuse, including Grooming;
- c) Always **follow the Code of Behaviour** that sets out the behaviour expectations for each other and around kids; and;
- d) **Not Harm or exploit kids** in cricket, nor contravene any laws or regulations regarding the safety and wellbeing of kids.
- e) Ensure that we **screen people** involved in cricket for past behaviour.
- f) **Appropriately act on any concerns** raised by kids and/or their parents/carers
- g) Know and follow the relevant law(s) to **report Child Abuse** and Grooming

WHAT - Empowering Kids



GUIDE FOR CLUBS
EMPOWERING &
INVOLVING KIDS TO KEEP
KIDS SAFE



ASK QUESTIONS!

- Find out what they (and other kids!) are thinking and feeling
- Start a suggestion box
- Encourage them to engage with other Kids and adults about safety - and other things too!

WHAT – Behaviour or Conduct

- Positive guidance, use of language and tone of voice
- Adhering to role boundaries
- Supervision – safe, appropriate, never alone with CYP
- Use of electronic communications
- Livestreaming matches
- Physical contact with Children and Young People
- Sexual misconduct
- Change room arrangements
- Transporting children
- Images
- Overnight stays & sleeping arrangements
- Alcohol and drugs

WHAT – Perception versus Intention

If questioning your behavior or the behavior of another person, ASK:

- How might it *look* or *seem* to others?
- Ask yourself (when questioning others' behavior) – “**What don't I know?**”
Get the facts if you can.
- Ask others for their opinion if unsure.
- If in doubt, don't do it – particularly when it comes to kids in cricket.

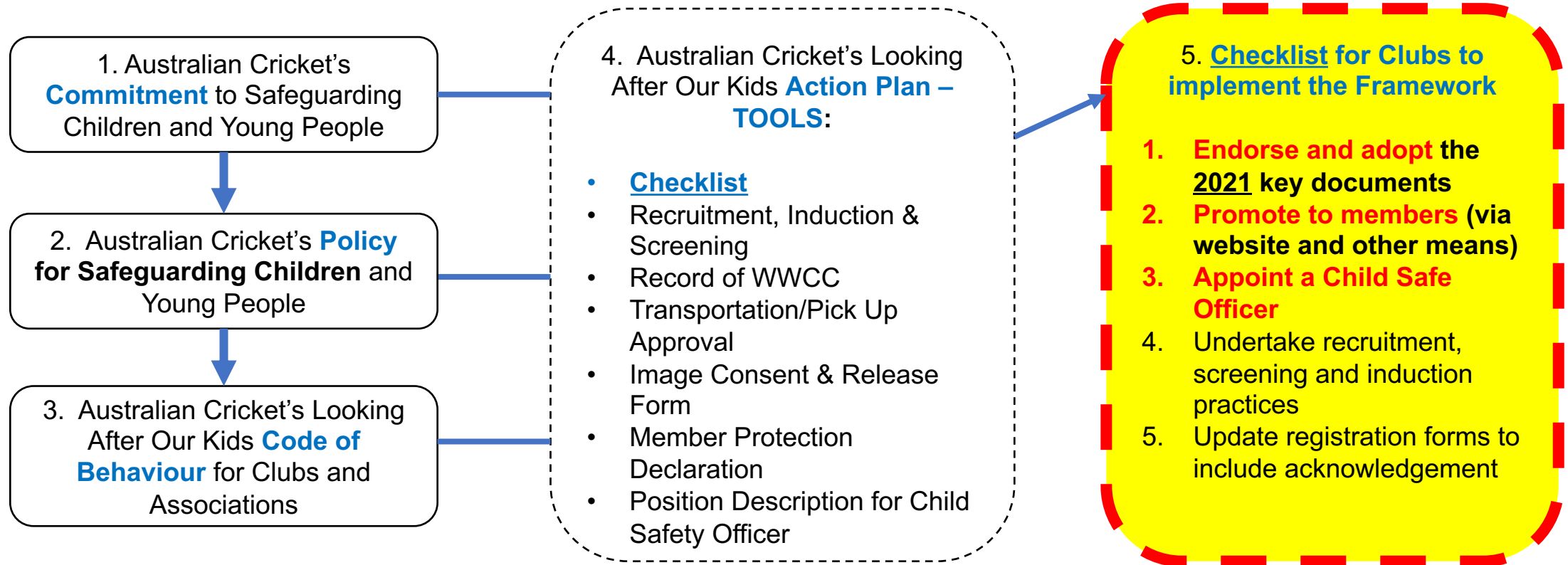
WHY?

- People can **PERCEIVE** things differently to the way that they are **INTENDED**.
- We may not know that the person we are concerned about has written parental permission to drive a child to training.

WHAT – Child Safety Officers

- Every Club should have one
- First point of contact for child safety matters – at times
- Promote child safety
- Attend committee meetings – child safety standing agenda item
- Advise committee
- Manage and monitor screening/WWCCs
- Ensure appropriate reporting of issues

WHAT Clubs must do



HOW can we simplify? – CV RESOURCES

[Play](#)[Competitions](#)[Our Teams](#)[Junction Oval](#)[Support](#)[About](#)

CLUB & ASSOCIATION ACTIONS

[Home](#) / [Clubs](#) / [Associations](#) / [Club & Association Actions](#)

QUICK LINKS

[Endorse & Adopt the Framework](#)[Promote the Framework](#)[Appoint a Child Safety Officer](#)[Member Acknowledgement](#)[Code of Behaviour](#)[Empowering Kids](#)[e-safety](#)

Endorse & Adopt the Framework

Through 'Australian Cricket's Framework for Safeguarding Children and Young People' (**Framework**) Cricket Australia, Australian Cricket), associations and clubs aim to provide a safe and nurturing environment for all Children and Young People.

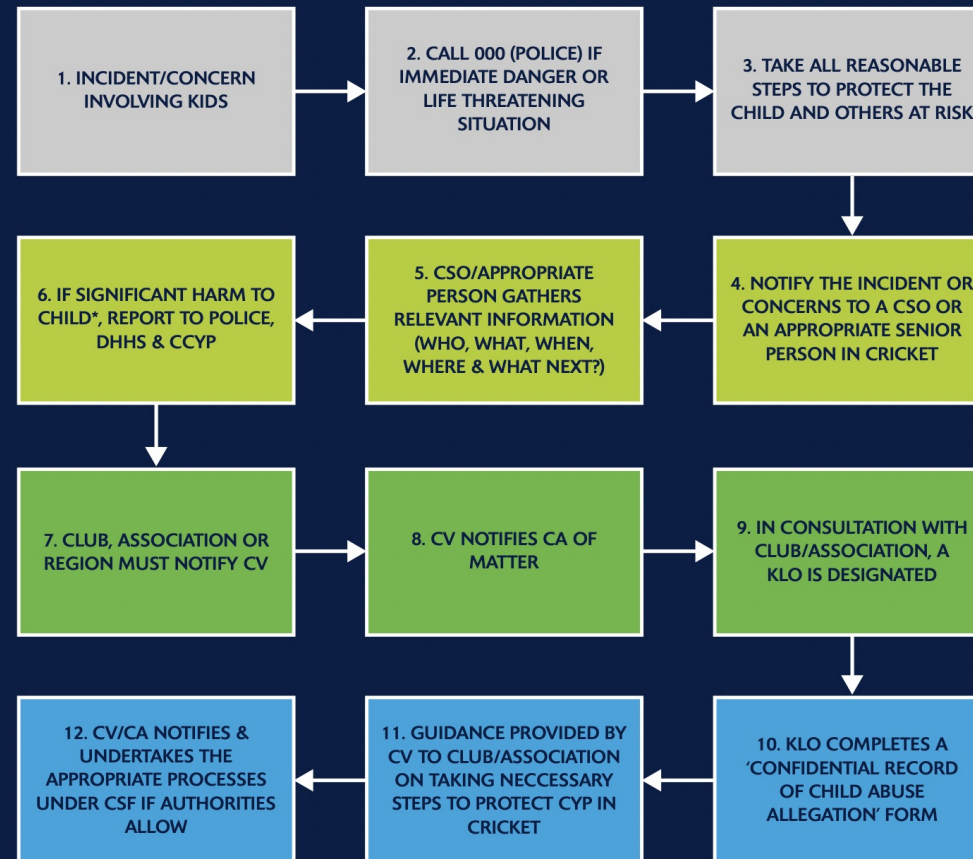
The Framework includes:

- ✓ Australian Cricket's Policy for Safeguarding Children & Young People
- ✓ Australian Cricket's Looking After Our Kids Code of Behaviour
- ✓ Australian Cricket's Statement of Commitment to Safeguarding Children & Young People

A copy of these documents can be found on the [CRICKET AUSTRALIA WEBSITE](#).

To start your club or association must adopt and endorse all three documents at your next available committee meeting.

CRICKET VICTORIA | MANAGING CHILD SAFETY CONCERNS



NOTES:

This flowchart indicates the main steps to take when someone sees/hears that a person has a reasonable belief/suspicion that a child involved in cricket is at risk of harm due to Child Abuse, Bullying, Harassment, Grooming, etc.

When receiving any concern, listen, be supportive and follow these steps and see also "Guidance for dealing with child safety concerns"

The Key Liaison Officer is responsible for liaison with the relevant parties and compiling information

Throughout managing the matter:

- **Strict confidentiality** must be maintained and only necessary persons/organisations informed;
- **Consider the wishes** of those involved/impacted & offer support;
- Maintain appropriate records of the matter securely;
- Afford all parties Natural Justice;
- Cooperate with any authorities.

KEY:

CCYP – Commission for Children & Young People (Ph: 13 12 78)

CSF – Australian Cricket's Child Safety Framework

CSO – Child Safety Officer

CYP – Children & Young People

CV – Cricket Victoria

CA – Cricket Australia

DHHS – Dept of Health & Human Services*

KLO – Key Liaison Officer

* Report to DHHS and CCYP where sexual abuse and/or significant harm to a child has occurred or is likely to occur and parents/guardians won't/aren't likely to protect the child. You just need a "reasonable belief" that it will occur. See DHHS website for regional contact details.



HOW - Acting to safeguard each other - Responding

If you receive a complaint/hear of an issue:

- a) talk to the Complainant **calmly and without judgment or opinion**;
- b) ensure that your conversation is occurring in a **private and safe environment**;
- c) ask non-leading questions to establish what the Complainant's concerns are – **who (incl. contact details for parent), what when, where, why, what next?**;
- d) **if appropriate** (for example, the issue is minor, easily resolved and no person is in danger) **take steps to resolve** the complaint at that time; otherwise
- e) if the complaint is not easily resolved OR you are not sure what to do next, **seek out a more Senior Person in cricket, a CSO or MPIO** and tell them what you know.
- f) **Report child abuse, sexual misconduct or serious criminal conduct** to police, cricket Victoria, DHHS and the Commission for Children and Young People – “**Reportable Conduct**”

HOW - Acting to safeguard kids - responding

DO	DON'T
Believe the child	Make promises that you can't keep
Be calm, supportive & reassuring	Promise secrecy
Reassure them that what happened is not their fault	Push the child to give details of the alleged abuse
Concentrate on their feelings rather than questions and answers	
Explain what you are going to do now that you have been told	

HOW - Reporting child abuse

You are required to report to Cricket Victoria, the Department of Health and Human Services (Vic) (**DHHS**), the Commissioner for Children & Young People (**CCYP**) and **police (000)** if immediate threat of “significant” harm or a life threatening situation.

What to Report:

- Disclosures of actual harm;
- Potential risk of significant Harm, exploitation or Abuse;
- Signs or indicators of significant Harm; and
- Serious breaches of policy.
- Sexual abuse – report to Police

- Child Abuse
- Grooming
- Sexual Misconduct
- Child Pornography
- Conduct placing kids at risk of harm
- Attempts at above

All you need is a “**reasonable belief**” – *a reasonable person in the same position would have formed the same belief on the same grounds.*

*“**Significant**” harm or neglect is “more than trivial or insignificant, but need not be as high as serious and need not have a lasting permanent effect”*

HOW clubs can create a culture of child safety?

Engage your leaders (on-field and off-field) and each other!:

1. Talk about it! WHY is this important?
2. What are the standards you're not prepared to compromise?
3. Role models – are captains and leaders across this?
4. How will your club address concerns as they arise? Agree...
5. Form a working group if helpful – involve leadership
6. Adopt AC policies
7. Use CV resources to simplify
8. Ongoing agenda item for Committee and other meetings
9. Promotion – website AND social media posts
10. Involve children – ask them for input!

Checklist for Clubs to implement the Framework

1. Endorse and adopt the key documents
2. Promote to members (via website and other means)
3. Appoint a Child Safe Officer
4. Undertake recruitment, screening and induction practices
5. Update registration forms to include acknowledgement

WHAT DOES A CHILD SAFE CULTURE LOOK LIKE?

CRICKET
VICTORIA



HOW - Resources & Further Information

- Cricket Australia website & Cricket Victoria website - <https://www.cricketvictoria.com.au/safeguarding/>
- [Commission for Children and Young People: Child Safe Standards](#)
- [Vicsport](#)
- [Play By The Rules](#)



Home / [Safeguarding Kids](#)

