

# SPORT SAFE CHILDREN

## OUR SAFESAFEGUARDING POLICY

### COMMITMENT TO TE TIRITI O WAITANGI

AUT Millennium recognises Te Tiriti o Waitangi as Aotearoa New Zealand's founding document. AUT Millennium is committed to upholding the mana of Te Tiriti o Waitangi and the principles of Partnership, Protection, and Participation.

Working with children and young people is a privilege. Children and young people have the right to thrive in safe and supportive environments within the play, active recreation, and sport system. Play, active recreation, and sport are vital parts of life. It offers fun, great pride, and a sense of achievement. It is a positive influence in the lives of many children and young people, including building self-esteem, resilience, routine, teamwork, and a sense of belonging. However, the well-being of children and young people in play, active recreation, and sport also requires their safety and welfare to be protected.

To achieve this AUT Millennium has embraced policies and practices that support and protect children and young people. We acknowledge that every person involved in AUT Millennium has a legal and moral responsibility to protect children and young people from abuse and neglect. Children and young people have a right to take part in AUT Millennium Services and Programmes:

- Learn To Swim School
- Athlete Development
- Health & Wellness Gym
- Schools Programme
- Holiday Programme
- Public Swimming
- Conference and Accommodation
- Indoor Sport Hall Training

We acknowledge that every person involved in AUT Millennium has a legal and moral responsibility to protect children and young people from abuse and neglect. Children and young people have a right to safely participate in AUT Millennium activities.

The wellbeing of children and young people in play, active recreation and sport at AUT Millennium needs to be a safe environment and a place for them to receive the support they need if they are at risk or vulnerable.

Every childhood is important, and every child and young person has the same rights to enjoyment, to have their views considered, and to be free from abuse. Regardless of their backgrounds, all children and young people have the right to access the support they need. All children and young people must be in the care of safe and skilled adults at AUT Millennium who are supported, trained and guided by effective policies, procedures and standards.

# THE PURPOSE OF THIS POLICY

This policy details AUT Millennium's commitment to protecting children and young people.

## THE POLICY

1. Sets standards to protect children and young people, our staff, volunteers and contractors.
2. Contains procedures for our staff, volunteers and contractors to guide them in identifying and reporting child abuse and neglect to meet our obligations under the Children's Act 2014.
3. Creates a mandatory requirement for all staff, volunteers and contractors to report any concerns about the safety of a child or young person, no matter how small they believe it may be, to one of our Child Safeguarding Representatives (CSRs).
4. Appoints our CSRs and sets out their role and responsibilities.
5. Provides details of the other procedures in place that are to be followed by all staff, tenants, clubs volunteers, and contractors at all times.
6. Ensures AUT Millennium creates a safe environment and that all staff know what to do if there are concerns about a child or young person.

## WHO DOES THE POLICY APPLY TO?

### Staff:

This policy applies to all staff who are employed, volunteers, or are engaged/contracted by AUT Millennium including but not limited to:

- Accommodation team
- Swim School team
- Customer Care
- Athlete Development Team
- Aquatic Team (including Schools and Holiday Programme)
- Lifeguard team
- Property team
- Gym team
- Support Office team
- Volunteers
- Maintenance workers

The term "staff" will be used in this policy and procedures to cover all the people named above.

### Children and young people:

This policy applies to all children and young people up to 18 years of age participating in AUT Millennium activities. It also applies to other children, who may not directly participate in AUT Millennium activities, but who staff may have contact with, such as child spectators or siblings.

# OUR COMMITMENT

AUT Millennium wants all children and young people to have a positive and enjoyable experience with AUT Millennium's activities. We are committed to providing a safe and child-centered environment where children and young people are protected from abuse that may occur inside or outside the organisation. We do this by having a full range of standards, codes, and policies with trained and safe people working with children and young people. We are committed to an embedded culture of safeguarding and child protection, which goes beyond compliance.

## To children, and young people

- We commit to always putting children and young people's welfare first in every decision.
- We will ensure all children and young people feel respected, listened to, valued, and encouraged to enjoy and participate in their sport, recreation, or activity.
- We will appoint a Child Safeguarding Representative to ensure concerns are dealt with quickly, sensitively, effectively, and consistently.
- We will provide safe people to work with children and young people.
- We will provide staff and volunteers who are well-trained and confident to respond to any concerns for the safety of a child or young person.
- We will listen to and believe children and young people.

## To parents, caregivers and whānau

- We will support and respect the vital role parents, caregivers and whānau play in the lives of their children, while always making sure the safety of the child or young person is our priority.
- We will have open, transparent and honest communication with parents, caregivers and whānau about all aspects of their child's welfare, as long as we can keep the child or young person safe while we do that.
- We will raise any concerns we have as soon as we have them, and offer referrals to community services that might be able to help a family through times of difficulty and change.
  - We will be available and approachable to listen to any concerns a parent, caregiver and whānau may have about their child while they are involved in AUT Millennium activities.
- We will take every concern about a child or young person's safety seriously and respond consistently and effectively.
  - We will provide staff and volunteers who are well trained and confident to respond to any concerns for the safety of a child or young person.

## To staff, contractors and volunteers:

- We will ensure all staff are inducted to our child safeguarding culture.
  - We will provide clear expectations, policies and procedures to support keeping children, young people, staff, contractors and volunteers safe and protected from harm.
  - We will provide support and regular training to ensure these expectations can be met.
  - We will provide adequate supervision so staff, contractors and volunteers always know who they can talk to, and the process involved, if they have a concern about a child or young person.