



TABLE TENNIS NEW SOUTH WALES INC

Child Safe Policy & Statement

The NSW Child Safe Standards

The Royal Commission into Institutional Responses to Child Sexual Abuse recommended 10 Child Safe Standards, drawing on its findings, research and consultation about what makes organisations child safe.

The [Child Safe Standards](#) [External link](#) provide a benchmark against which organisations can assess their child safe capacity and set performance targets. The Standards provide tangible guidance to drive a child safe culture, adopt strategies and act to put the interests of children first, to keep them safe from harm.

The 10 Child Safe Standards are:

1. [Child safety is embedded in organisational leadership, governance and culture](#)
2. Children participate in decisions affecting them and are taken seriously
3. Families and communities are informed and involved
4. Equity is upheld and diverse needs are taken into account
5. People working with children are suitable and supported
6. Processes to respond to complaints of child abuse are child-focused
7. Staff are equipped with the knowledge, skills and awareness to keep children safe through continual education and training
8. Physical and online environments minimise the opportunity for abuse to occur
9. Implementation of the Child Safe Standards is continuously reviewed and improved
10. Policies and procedures document how the organisation is child safe.

The Office of the Children's Guardian is an independent statutory body that promotes the interests, safety and rights of children and young people in NSW. The core functions of the Office of the Children's Guardian include administering Working With Children Checks, Reportable Conduct Scheme and implementation of the Child Safe Standards.

Table Tennis New South Wales Inc.

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Office: Sports House QUAD 1 Level 2 8 Parkview Drive Sydney Olympic Park NSW 2127

Phone: 02 8736 1266 Email: mail@ttnewsw.org.au ABN: 73 959 528 443

For training and resources on the Child Safe Standards, and to request training sessions, please visit the [Office of the Children's Guardian website](#) [External link](#).

The National Principles for Child Safe Organisations then embed the Child Safe Standards recommended by the Royal Commission. The National Quality Framework (NQF) Review is currently exploring options to embed these under the NQF.

We want children who participate in our program to have a safe and happy experience. We support and respect our children, their families and our workers.

Child Safe Policy Introduction

The policy intent and who it applies to.

Our policy guides workers (paid and volunteer) on how to behave when interacting and engaging with children in our organisation. The policy focuses on how we can build and maintain a child safe environment which is inclusive, transparent and promotes children's participation.

Children's Participation:

Table Tennis NSW supports the active participation of children in the programs, activities and services we offer. We provide a range of way to allow children to provide feedback or raise concerns. We listen to their views, respect what they say and involve them when we make decisions, especially about matters that will directly affect them.

Recruitment Describe how you select suitable workers to work with children.

- Statement – Table Tennis NSW will maintain a rigorous and consistent recruitment, screening, and selection process.
- Practice – using interviews, references, the Working with Children Check.

Complaints Management and Reporting Department of Family and Community Services NSW Ombudsman Office of the Children's Guardian. •

TTNSW Member Protection Regulation outlines procedures for children and workers to raise concerns or complaints. • Listing any reporting requirements under the relevant government agencies • Appoint a Child Safety Contact Person to manage all complaints. • List the step-by-step process the Child Safety Contact Person will follow when managing complaints listed in the Member Protection Regulation.

Organisational Culture Child Safe Policy Sample (02) 8219 3600 Locked Bag 5100, Strawberry Hills NSW 2012 kids@kidsguardian.nsw.gov.au www.kidsguardian.nsw.gov.au

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Training, support, and supervision of workers:

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• We promote respect, fairness, and consideration for all workers • All workers have a more senior worker assigned to support and supervise their work. • All new workers will receive a copy of all child safe policies and procedures and a more senior worker will set up a meeting to discuss the policies and allow the new worker to ask questions and clarify their understanding • Child safe is a standing agenda item at meetings and workers are encouraged to ask questions and contribute to the continuous improvement of child safe policies, procedures and practices in the workplace

Other legislation, industry standards or internal policies List any other legislation or industry standards which may be relevant to your child safe policy. • Child Protection (Working with Children) Act 2012 • Children and Young Persons (Care and Protection) Act 1998 • Recruitment Policy • Disciplinary Policy • Codes of Conduct • Vision, Values and Aims Statement • Complaints and allegations policy Training Support and Supervision policy Other legislation, industry standards or internal policies may be relevant for your organisation to list here.

Communication Identify the ways in which you will communicate and educate your stakeholders on the key messages within your child safe policy. • We will hold regular information sessions for staff, volunteers, and students. • Our policy will be discussed during induction sessions for all new staff, volunteers, and students. • Kids and parents joining our program/s will receive a copy of the Policy, Code of Conduct and Dealing with Complaints process. • Parents will receive a copy of the Parent's Guide to Child Protection Issues.

Review Set a date to review and update your child safe policy for continuous improvement purposes. The policy and guidelines will be reviewed every two years and incorporate comments and suggestions from our range of stakeholders (including workers, children, and families)

Statement by the CEO — 2022–23

Compliance Statement On behalf of Table Tennis New South Wales (TTNSW),

I am pleased to present the Annual Statement of Compliance for child safety for the year ended 31 December 2022, as required under the Commonwealth Child Safe Framework. Having made diligent enquiries, I have reasonable grounds to believe that TTNSW:

- has undertaken an annual risk assessment to identify the level of responsibility for, and contact with, children and young people and to evaluate the risk of harm or abuse, and has implemented appropriate and effective strategies to manage any risks identified
- has ensured that all child related personnel have undertaken training on the requirements of the National Principles for Child Safe Organisations contained in the Commonwealth Child Safe Framework and relevant legislation
- has complied with relevant legislation relating to requirements for working with children, in all jurisdictions in which we operate
- has complied with relevant legislation, in all jurisdictions in which we operate, relating to mandatory reporting of suspected child abuse and neglect as required or otherwise defined by state or territory legislation
- has complied with the National Principles for Child Safe Organisations contained in the Commonwealth Child Safe Framework.

Our Commitment to Child Safety

Our approach

Table Tennis New South Wales Child Safe Policy outlines our commitment to child safety and our aim to create and maintain an inclusive, child safe environment that is understood, endorsed, put into action and adhered to by everyone.

Table Tennis New South Wales is focused on embedding child safety into our organisational culture, reflecting this in our policies and procedures, and ensuring our employees understand and implement child safe practices, regardless of their role.

Specifically, Table Tennis New South Wales Child Safe Policy:

- is part of Table Tennis NSW's proactive and preventative approach to upholding its commitment to the safety, wellbeing, participation and empowerment of all children accessing table tennis programs, services and facilities in New South Wales.
- outlines prohibited conduct and imposes obligations on persons bound by the policy, to respond to allegations of prohibited and reportable conduct and to implement a commitment to child safety and child safe practices, including recruitment and screening of people that have contact with children –
- seeks to ensure that persons bound by this policy are aware of their legal and ethical rights and responsibilities, as well as the standards of behaviour expected of them
- gives effect to the Commonwealth Child Safe Framework, including the National Principles for Child Safe Organisations.

ASC Child Safe Commitment Statement

Table Tennis New South Wales is strongly committed to table tennis environments that are safe, supportive, and friendly for children.

- We are committed to working with all involved in sport so that children can enjoy sport and feel safe, valued and encouraged to reach their full potential. Child safety must be embedded in every Australian sporting organisation's culture, reflected in their policies and procedures, and understood and practiced at all levels of the sport. This includes within our own organisation and facilities where children come to practice, play, learn and excel.

Table Tennis NSW takes seriously our responsibility to provide an environment that is caring, nurturing and safe. -

- We are committed to keeping children safe.-
- We promote equity and respect diversity.
- Our employees, contractors and site users know the behaviour we require.
- We minimise the likelihood of recruiting a person who is unsuitable.
- Induction and training are part of our commitment.
- We encourage the involvement of children and their families.

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- Our employees and contractors understand their responsibility for reporting child abuse.
- We maintain and improve our policies and practices.

- Table Tennis New South Wales - Risk Management Framework

Child Safety Enterprise Risks

Risk area Description Key risk controls

- Integrity There is a significant breakdown of integrity in programs funded or delivered by the Table Tennis.
- Integrity requirements in Table Tennis Recognition Agreements, and Grant Agreements.
- Unacceptable behaviours: Behaviours by employees, athletes, coaches, NSOs, or brand ambassadors falls short of community expectations.
- TTNSW Code of Conduct
- TTNSW Child Safe Policy
- Mandatory Child Safe Training for all TTNSW employees
- Participant safety: The safety of children, young people, athletes, or vulnerable participants is compromised.
- TTNSW Child Safe Policy and procedures
- Mandatory Child Safe Training for all Table Tennis employees.
- Table Tennis Child Safe Officers
- Table Tennis NSW adopted Table Tennis Australia's National Integrity Framework (NIF) and its policies in November 2022.

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