



## KORUMBURRA GOLF CLUB CHILD SAFETY POLICY

<b>POLICY NAME</b>	Child Safety Policy
<b>DATE OF ISSUE</b>	12 <sup>th</sup> August 2025
<b>POLICY COVERAGE</b>	Children under the age of 18 participating in golf activities at Korumburra Golf Club
<b>DATE OF REVIEW</b>	
<b>CONTROLLING BODY</b>	Korumburra Golf Club

### 1. INTRODUCTION

- 1.1. Korumburra Golf Club is committed to ensuring that children and young people who participate in its activities have a safe and happy experience. Korumburra Golf Club supports and respects children, young people, staff, volunteers and participants.
- 1.2. The aim of Korumburra Golf Club's Child Safety Policy is to protect the safety of children in our care and prevent abuse from occurring, and in the event that allegations are raised in relation to child abuse, to ensure that the allegations are properly addressed. All complaints will be treated seriously and fully investigated and handled with maximum confidentiality and discretion.

### 2. POLICY STATEMENT

- 2.1. Korumburra Golf Club considers that the health, safety and well-being of children take priority over all other competing considerations. Korumburra Golf Club considers that this is necessary to ensure the health, safety and welfare of all members and protect the image and reputation of the sport, Korumburra Golf Club and its affiliate members.
- 2.2. Korumburra Golf Club has a zero tolerance approach to child abuse and is committed to promoting and protecting children from abuse and neglect to the greatest extent possible.



All children have equal rights to protection from child abuse, regardless of their sex, religion, disability or sexual orientation etc.

- 2.3. Everyone who participates in Korumburra Golf Club's activities is responsible for the care and protection of children, and reporting information about child abuse.
- 2.4. Korumburra Golf Club supports the active participation of all children. It listens to their views, respects their views and involves them when making decisions, where appropriate, especially about matters that will directly affect them (including their safety).
- 2.5. Korumburra Golf Club is also committed to the cultural safety of Aboriginal children, and those from culturally and/or linguistically diverse backgrounds, and to providing a safe environment for children living with a disability.

### 3. SCOPE

- 3.1. This Policy applies to participants, parents, spectators, contractors, officials, coaches, judges and staff throughout all Korumburra Golf Club events and activities.

### 4. RELATED DOCUMENTS & LEGISLATIVE REQUIREMENTS

- 4.1. This Policy must be read in conjunction with:

4.1.1. the law of the Commonwealth and Victoria including but not limited to:

- 4.1.1.1. Children, Youth and Families Act 2005 (Vic)
- 4.1.1.2. Child Wellbeing and Safety Amendment (Child Safe Standards) Act 2015 (Vic)
- 4.1.1.3. Crimes Act 1958 (Vic); and
- 4.1.1.4. Working with Children Act 2005 (Vic)

### 5. RECOGNISING AND REPORTING CHILD ABUSE

- 5.1. A person may, in the course of participating in the sport or other activities of Korumburra Golf Club or carrying out their work, form a belief on reasonable grounds that a child is in need of protection from child abuse.
- 5.2. If a person is concerned about an immediate risk to a child's safety, the person must phone "000" as soon as practicable.
- 5.3. **Child abuse** can be divided into four categories:



- 5.3.1. **Physical abuse:** occurs when a child has suffered, or is likely to suffer, significant harm as a result of a physical injury, such as a non-accidental physical injury.
- 5.3.2. **Sexual abuse:** occurs when a child has suffered, or is likely to suffer, significant harm as a result of sexual abuse, such as when a child is exploited, or used by another for his or her sexual gratification or sexual arousal, or for that of others.
- 5.3.3. **Emotional and psychological abuse:** occurs when a child has suffered, or is likely to suffer, emotional or psychological harm of such a kind that the child's emotional or intellectual development is or is likely to be significantly damaged; and
- 5.3.4. **Neglect:** occurs when a child's physical development or health has been, or is likely to be significantly damaged. It refers to an omission, such as depriving a child of food, clothing, warmth, hygiene, intellectual stimulation, supervision and safety, attachment to and affection from adults, or medical care.

#### 5.4. Reasonable grounds for belief of child abuse

- 5.4.1. A reasonable belief is formed if a reasonable person believes that:
  - 5.4.1.1. the child is in need of protection;
  - 5.4.1.2. the child has suffered or is likely to suffer significant harm as a result of physical or sexual injury; and
  - 5.4.1.3. the child's parents are unable or unwilling to protect the child.
- 5.4.2. To form a reasonable belief, you should consider and objectively assess all the relevant facts, such as the source of the allegation and how it was communicated, the nature of and details of the allegation, and whether there is any other related matters known regarding the alleged perpetrator.
- 5.4.3. A 'reasonable belief' or a 'belief on reasonable grounds' is not the same as having proof, but is more than mere rumour or speculation.
- 5.4.4. You will have reasonable grounds to notify if:
  - 5.4.4.1. a child states that they have been physically or sexually abused;
  - 5.4.4.2. a child states that they know someone who has been physically or sexually abused (sometimes the child may be talking about themselves);
  - 5.4.4.3. someone who knows a child states that the child has been physically or sexually abused.

#### 5.5. Reporting Child Sexual Abuse



5.5.1. If a person receives information that leads them to form a reasonable belief that a sexual offence has been committed in Victoria against a child (under the age of 16 years) by another person (of or over the age of 18 years), the person has a legal obligation to disclose that information to the Police as soon as it is practicable. Individuals who fail to comply with this obligation under the Crimes Act 1958 (Vic) may be subject to a penalty of 3 years imprisonment.

## **5.6. Korumburra Golf Club Approach to Reports of Abuse**

- 5.6.1. Korumburra Golf Club supports and encourages a person to make a report to the Police or DHHS if they form a belief on reasonable grounds that a child is in need of protection, or they are concerned about the safety, health or wellbeing of a child.
- 5.6.2. Any person that makes a report in good faith in accordance with their reporting obligations (whether mandatory or discretionary) will be supported by Korumburra Golf Club, and will not be penalised by Korumburra Golf Club for making the report.
- 5.6.3. If a person is uncertain as to whether they should make a report to an external authority in relation to the safety of a child, they may speak to the Korumburra Golf Club's President. If in doubt, ask for assistance.
- 5.6.4. If an allegation is made against a member of staff or volunteer, Korumburra Golf Club will follow the reporting procedure outlined in Korumburra Golf Club's Child Safety Policy and take all steps to ensure that the safety of the child is paramount.
- 5.6.5. Korumburra Golf Club will investigate allegations of inappropriate conduct against a child in accordance with procedural fairness and will handle the allegations in a confidential manner to the greatest extent possible.
- 5.6.6. Korumburra Golf Club will cooperate with the directions of the Police and/or DHHS in relation to any investigation conducted by these authorities.
- 5.6.7. Korumburra Golf Club will keep a register of any allegations regarding inappropriate conduct.

## **6. ROLES AND RESPONSIBILITIES OF PERSONNEL PROTECTING CHILDREN**

- 6.1.** Personnel involved in protecting children include the committee, staff and volunteers (likely to have contact with children) within the Organisation. Those people have responsibilities in relation to protection of children and are expected to:
  - 6.1.1. understand the rights of children, as appropriate to their role;
  - 6.1.2. respect the cultural and religious practices of families who access Korumburra Golf Club's services, programs or events;



- 6.1.3. understand and appropriately respond to the needs of children with developmental delays or disabilities;
- 6.1.4. appropriately act on any concerns raised by children;
- 6.1.5. understand the definitions, indicators and impact of child abuse:
- 6.1.6. know and follow regulations in relation to the care of children;.
- 6.1.7. co-operate with police and/or other formal investigations to the best of their ability; and
- 6.1.8. not harm or exploit children who access Korumburra Golf Club's services.

## **7. CHILD SAFE AND CHILD FRIENDLY GUIDELINES TO PREVENT AND MANAGE RISKS OF CHILD ABUSE**

### **7.1. Change Rooms**

- 7.1.1. Adult officials, regardless of gender, should only enter change rooms if accompanied by another adult. Prior to entering change rooms, officials should notify the people in the change room of their intended entrance. For the avoidance of doubt this requirement does not apply to parents/legal guardians when in a room with their child.

### **7.2. Adults under investigation**

- 7.2.1. Adults under investigation in relation to a matter involving child abuse, or any matter which has the potential to jeopardise their Working With Children Check (WWCC) (or if based in another State the equivalent requirement) status may be prohibited, by the Korumburra Golf Club committee, from participating in Korumburra Golf Club activities.

### **7.3. Coach Assistance**

- 7.3.1. All coaches must ensure that all physical contact with athletes which occurs when coaching is appropriate for the situation and necessary for the athlete's safety. It is strongly recommended that:
  - 7.3.1.1. coaches ensure that there are other adults present whenever coaching;
  - 7.3.1.2. coaches take care to explain the procedure to the child prior to beginning any physical contact; and
  - 7.3.1.3. coaches obtain consent from the athlete prior to beginning any physical contact.
  - 7.3.1.4. Korumburra Golf Club requires that all staff and volunteers (including coaches and any officials) likely to have contact with children:



"Where Golf And Beauty Meet"

- i. Have a current WWCC
- ii. Successfully completed PGA Australia ['Child Safeguarding'](#) online course
- iii. Have read and are familiar with Golf Australia [Child safeguarding resources for Coaches and Officials](#) and/or Golf Australia [Child safeguarding resources for Club and Facility Administrators](#)