



St Michael's Golf Club

## ST. MICHAEL'S GOLF CLUB - CHILD SAFE POLICY

1. This policy applies to all members, including Board and committee members, employees, volunteers, and service providers who interact with or provide services to children and young people. Everyone covered by this policy is responsible for ensuring a safe and supportive environment for children (under 16 years) and young people (16 to 18 years), protecting them from harm and abuse while encouraging their development and well-being.
2. St. Michael's Golf Club upholds a zero-tolerance approach to child abuse or neglect in any form. Every child and young person involved in our club has the right to feel safe, valued, and protected. Our **Statement of Commitment** further details our dedication to child safety.
3. All individuals covered under this policy are expected to identify, respond to, and report any concerns regarding the safety, welfare, or well-being of children and young people, regardless of their identity, cultural background, linguistic diversity, or disability.
4. In alignment with the **Children's Guardian Act 2019**, St. Michael's Golf Club is committed to implementing the **10 Child Safe Standards**, which ensure child safety is embedded in our culture, policies, and practices. These standards guide our efforts to create a secure environment that actively prevents harm to children and young people.
5. Anyone covered by this policy must report any suspected risks of harm to a child or young person in accordance with **St. Michael's Golf Club's Members' Code of Conduct** and **Child Safety Complaints Handling Procedure**.
6. In compliance with the **Children's Guardian Act 2019**, child-related work, including voluntary roles, is defined as:
  - Providing services directly to children and young people under 18 years of age.
  - Involving regular face-to-face interactions with children.
  - Where contact with children is more than incidental to the work.
7. Staff and volunteers at St. Michael's Golf Club who require a **Working with Children Check (WWCC)** include:
  - Professional golf coaches and instructors working with children and young people.
  - Volunteers engaging in regular interactions with junior members, such as those involved in coaching and junior programs.
  - Members of the Junior Development Committee.
  - Board members.



St Michael's Golf Club

- Any other individuals identified by the Board as requiring clearance.
8. St. Michael's Golf Club will maintain confidential personnel records, ensuring:
- All child safety incidents are documented appropriately.
  - All adults involved in child-related activities hold a valid **Working with Children Check (WWCC)** and have completed mandatory child safety training and induction processes.
9. The club will implement a **Child Safe Action Plan** outlining the steps we will take to uphold the safety and well-being of children and young people. By fostering a culture of responsibility and awareness, St. Michael's will lead by example in maintaining a child-safe environment.
10. The following policies and procedures support this Child Safe Policy:
- **Golf NSW and Jack Newton Junior Golf (JNJG) Child Protection Policies**
  - **St. Michael's Golf Club Child Safe Action Plan**
  - **St. Michael's Golf Club Child Safe Code of Conduct**
  - **Child Safety Complaints Handling Procedure**
  - **St. Michael's Golf Club Social Media Policy**
  - **NSW Office of the Children's Guardian – 10 Child Safe Standards**
  - **Children's Guardian Act 2019**
  - **Child Protection (Working with Children) Act 2012**
  - **Child Protection (Working with Children) Regulation 2013**