



AFTK

AUSTRALASIAN FEDERATION OF
TRADITIONAL KARATE AND KOBUDO

Child Safe Policy

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Responsible Officer:	AFTK Management Committee	Current Version:	July 2023
Authorised Officer:	AFTK President	Due for review:	Annual

Purpose

The AFTK maintains a strict zero-tolerance stance towards any form of child abuse and neglect. Our organisation is deeply committed to ensuring the safety and well-being of all children. We strive to create a secure and inclusive environment where everyone involved is knowledgeable about their responsibilities in protecting and nurturing children.

We firmly believe that every child has the fundamental right to feel safe, protected, and free from any form of abuse, harm, or neglect. We are dedicated to providing an environment that is safe, positive, and enjoyable for children to participate in.

The AFTK's primary objective is to establish and uphold an inclusive and child-safe environment that is comprehensively understood, supported, implemented, and adhered to by all individuals associated with our organisation.

This policy serves as a guide to ensure that every individual involved in the AFTK is fully aware of their rights and obligations concerning children. It delineates the expected standards of behaviour for all participants and clearly identifies behaviours that are deemed unacceptable (referred to as 'Prohibited Conduct').

In line with this policy, the AFTK and its Member Organisations bear the responsibility of promptly responding to allegations of Prohibited Conduct. This includes reporting suspected instances of Child Abuse to the appropriate authorities. Furthermore, we are committed to implementing and maintaining child safety practices, such as thorough recruitment and screening procedures for staff and volunteers.

By upholding these standards and embracing our commitment to child safety, the AFTK aims to create an environment that fosters the well-being and development of every child. We are steadfast in our dedication to prioritising child protection and will continue to review and improve our policies and practices to meet the evolving landscape of child safety standards.

Definitions

Abuse refers to any form of mistreatment, encompassing physical, emotional, psychological, sexual, and misuse of power, which has caused, is causing, or is likely to cause harm to an individual's well-being. Such mistreatment may occur in person or through the dissemination of content accessible to others by any means.

Australian Child Protection Legislation denotes the collective body of child protection laws enacted by states and territories, subject to periodic amendments.





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Bullying entails the repeated and intentional use of words, actions, or the inappropriate exercise of power by an individual or group against another individual or group, causing distress and endangering their well-being.

Child or Children encompasses a minor or minors, either a single child or young person, or two or more children or young persons, who are below the age of 18 years.

Child Abuse incorporates the following categories as outlined in the corresponding Schedule: (a) Physical Abuse (b) Emotional or Psychological Abuse (c) Sexual Abuse (d) Neglect (e) Exposure to Family Violence

Child Safe Commitment denotes the commitment of Relevant Organizations to prioritize and ensure the safety and well-being of children.

Grooming refers to the process through which an adult establishes a trusting relationship with a child and those involved in the child's care and welfare, with the intention of creating an environment conducive to potential abuse.

Harassment encompasses any behaviour that is offensive, abusive, belittling, or threatening towards an individual and is not desired by the recipient. This behaviour is reasonably likely to cause harm to the targeted person.

Misconduct with a Child encompasses any behaviour involving a child that is objectively inappropriate for their age and/or places the child at risk of harm.

MPP refers to the Member Protection Policy implemented by AFTK, encompassing guidelines and measures aimed at ensuring the protection of its members.

Policy refers to this Child Safeguarding Policy, including any attached schedules and annexures.

Prohibited Conduct refers to any conduct that violates the provisions outlined in this Policy.

Recruitment & Screening refers to the requirements and procedures related to child safety adopted and implemented by Relevant Organizations to ensure the well-being of children.

Sexual Misconduct includes: (f) Sexual Harassment, which refers to any unwelcome or unwanted sexual behaviour that a reasonable person would anticipate might offend, humiliate, or intimidate the person being harassed. (g) Sexual Offences, which encompass any criminal offense involving sexual activity or indecent actions.

Unlawful Discrimination encompasses: (a) Direct Discrimination, where a person or group is treated unfavourably compared to another person or group due to a personal characteristic. (b) Indirect Discrimination, where an unreasonable rule or policy is applied universally but results in disadvantaging certain individuals sharing a protected personal characteristic, as covered by relevant anti-discrimination legislation.

Victimisation refers to subjecting or threatening to subject a person to unfair treatment due to their exercise of the right to file a complaint or disclose information lawfully, including under applicable legislation or this Policy, or for providing support to another person pursuing such action.

Vilification constitutes a public act, conduct, or behaviour that incites hatred, serious contempt, revulsion, or severe ridicule of a person or group based on specific characteristics protected by applicable legislation, such as race, religion, homosexuality, transgender identity, or HIV/AIDS status.





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WWCC represents a 'Working with Children Check' (under various names) as required by the relevant state or territory legislation.

Requirements

Relevant Persons are required to consistently:

- (a) Adhere to the guidelines outlined in Responding to Child Abuse Allegations.
- (b) Follow the Child Safe Practices diligently.
- (c) Promptly report any concerns or allegations of Prohibited Conduct involving any Relevant Person or Relevant Organization.
- (d) Provide accurate and truthful information during Recruitment & Screening processes.
- (e) Fulfill all obligations imposed by the Australian Child Protection Legislation.
- (f) Comply with all legislative obligations pertaining to reporting suspected Child Abuse or the requirements of a WWCC.

Relevant Organisations must:

- (a) Embrace, implement, and adhere to the following:
 - (i) Child Safe Commitment.
 - (ii) Child Safe Practices.
 - (iii) Recruitment & Screening procedures. Regular review and amendment of these requirements are expected.
- (b) Comply with the guidelines outlined in the 'Responding to Child Abuse Allegations'.
- (c) Make every effort to support Relevant Persons in fulfilling their responsibilities as outlined in this Policy.
- (d) Acknowledge and respect any Sanction imposed under this Policy.
- (e) Take all necessary measures to:
 - (i) Enforce any Sanction imposed under this Policy and the Complaints, Disputes & Discipline Policy.

Prohibited Conduct

A breach of this Policy occurs when a Relevant Person or Relevant Organization, either individually or in collaboration with others, engages in the following conduct against or in relation to a Child or Children, as outlined below:

- (a) Child Abuse;
- (b) Grooming;
- (c) Misconduct with a Child;





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- (d) Requesting or implying that the Child should keep any communication secret from their parents, guardian, carer, or other Relevant Persons such as coaches or administrators, or Relevant Organisations;
- (e) Supplying alcohol or drugs (including tobacco) to a Child;
- (f) Supplying medicines, except in cases permitted by law or with the consent of the parent, guardian, or carer of the Child, following a valid prescription for that Child and at the prescribed dosage;
- (g) Committing any act that would constitute Prohibited Conduct under the Member Protection Policy.

Additionally, a breach of this Policy occurs when a Relevant Person or Relevant Organization is involved in or possesses knowledge of a breach and fails to report it.

Reporting

In the event that a Relevant Organization becomes aware of an Alleged Breach, and the available information regarding the Alleged Breach gives rise to a reasonable suspicion that a Child is currently being abused and/or neglected or is at risk of such harm, the following actions must be taken:

- (i) The Relevant Organization must fully comply with, and ensure compliance with, the obligations outlined in Responding to Child Abuse Allegations.
- (ii) No additional steps should be taken under the Complaints, Disputes, and Discipline Policy regarding the specific Alleged Breach, except for Provisional Action or Assessment, until the aforementioned obligations have been fulfilled.

