

CHILD SAFE COMMITMENT STATEMENT



Commonwealth Games Australia (CGA) is committed to ensuring the safety and wellbeing of all Children. To address risks to child safety and to establish and embed child safe culture and practices:

1. **We are committed to keeping Children safe**
 - a. Through our Ethical Behaviour By-Law, Child Safe Commitment and Child Safe Practices we document our clear commitment to keeping Children safe from abuse and neglect.
 - b. We communicate our commitment to all our Team members, staff, contractors and volunteers and give them access to a copy of our commitment statement.
2. **We promote equity and respect diversity**
 - a. We actively anticipate Children's diverse circumstances and respond effectively to those with additional vulnerabilities.
 - b. We give all Children access to information, support and a complaints process.
 - c. We consider the needs of all Children, particularly Aboriginal and Torres Strait Islander Children, Children with a disability, LGBTQI Children and Children from culturally and linguistically diverse backgrounds.
3. **Our Team members, staff, contractors and volunteers know the behaviour we expect**
 - a. We ensure that each person involved in an Australian Commonwealth Games Team or a CGA activity understands their role and the behaviour we expect in relation to keeping Children safe from abuse and neglect through the application of our Child Safe Practices.
 - b. We utilise clear position descriptions which clearly state relevant child safe requirements.
 - c. We have Child Safe Practices, which are approved and endorsed by Sport Integrity Australia that outline our expectations for behaviour towards Children.
 - d. Our Team members, staff, contractors and volunteers are given a copy of and have access to the Child Safe Practices.
4. **We minimise the likelihood of recruiting a person who is unsuitable**
 - a. We have appropriate measures in place to minimise the likelihood that we will recruit staff, contractors or volunteers who are unsuitable to work/volunteer with Children.
 - b. We require that all Team officials, staff, contractors and volunteers will meet the requirements of the relevant State or Territory Working with Children Check (WWCC) regulations.
5. **Induction and training are part of our commitment**
 - a. We will provide all Team members, staff, contractors and volunteers with information about our commitment to Child Safety, including our Child Safe Practices
 - b. We support ongoing education and training for our Team members, staff, contractors and volunteers to ensure child safety information is provided and updated as required.
 - c. We ensure that our Team members, staff, contractors and volunteers have up-to-date information from the Games Organising Committee relevant to any specific legislation applying in the host country.
6. **We encourage the involvement of Children and their parents**
 - a. We involve and communicate with Children and their families in developing a safe, inclusive, and supportive environment whilst they are part of an Australian Commonwealth Games Team or CGA activity. We will provide information to Children and their parents/carers about:
 - i. our commitment to keeping Children safe and communicating their rights;
 - ii. the behaviour we expect of our Team members, staff, contractors and volunteers and of themselves;
 - iii. our Ethical Behaviour By-Law
 - b. We have processes for encouraging two-way communication with Children and families.
 - c. We seek their feedback and have a process for responding.
 - d. We respect diversity and seek to facilitate effective communication and involvement.

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7. **Our Team members, staff, contractors and volunteers understand their responsibility for reporting child abuse**
 - a. Our By-Law for responding to child abuse is approved and endorsed by the Commonwealth Games Australia Board and applies to all our Team members, staff, contractors and volunteers. Team members, staff, contractors and volunteers must:
 - i. immediately report abuse or neglect and any concerns with policies, practices or the behaviour of Team members, staff, contractors and volunteers;
 - ii. meet any legislated mandatory or other jurisdictional reporting requirements;
 - iii. follow a specified process when reporting abuse or neglect.
 - b. Our Team members, staff, contractors and volunteers are given a copy of the relevant agreements and schedules and understand the implications of the Ethical Behaviour By-law for their role.
 - c. We document any allegation, disclosure or concern regarding child abuse and monitor responses to all allegations, disclosures, or concerns.

8. **We maintain and improve our policies and practices**
 - a. We are committed to maintaining and improving our policies, procedures, and practices to keep Children safe from neglect and abuse.
 - b. We have assigned responsibility for regularly maintaining and improving our policies and procedures to the General Manager Corporate and Chief Operations Officer of the Team.
 - c. We monitor our Team members, staff, contractors, volunteers, and external providers to ensure appropriate practice, behaviour and policies are followed.
 - d. We require our Team members, staff, contractors and volunteers to disclose convictions or charges affecting their suitability to work with Children. We review police record and WWCC checks regularly.
 - e. We have processes in place to protect Children who are Team members and are travelling to the Commonwealth Games or involved in a CGA activity.
 - f. We undertake formal reviews to identify and document potential risks to Children.