

## CHILD SAFE POLICY

### Our Commitment

Every child and young person who joins us at Summersalt deserves to feel safe, included, and supported, in every class, every centre, every time.

A child's safety and wellbeing always comes first. Where this conflicts with an operational or commercial decision, the child's safety takes priority.

Summersalt has zero tolerance for child abuse, harm, neglect, or exploitation of any kind. Any concern, disclosure, or allegation is taken seriously and handled promptly, in line with the law and safeguarding best practice.

This Policy applies across Australia and reflects the National Principles for Child Safe Organisations, relevant Commonwealth law, and child protection legislation in each state and territory.

### Our Values

Child safety is not a side policy for Summersalt. It is part of how we operate, every day. We recognise and uphold that:

- Every child has the right to feel safe, be heard, and be respected
- Cultural safety is essential for Aboriginal and Torres Strait Islander children
- Inclusion and accessibility are fundamental for children with disability and those from culturally and linguistically diverse backgrounds
- All personnel are expected to bring these values to life, treating every child with respect and care that is appropriate to their age and stage of development.

### Scope of this Policy

This Policy applies to everyone connected with Summersalt: employees, volunteers, trainees, coaches, contractors, board members, members, participants, families, and any visitor or vendor on our premises or engaged in our activities.

It covers conduct at our centres and venues, during offsite programs and events, in digital and online interactions, and, where conduct relates to Summersalt, outside normal working hours or after a person's engagement with Summersalt has ended.

### Legislative and Regulatory Framework

Summersalt complies with all applicable child safety, safeguarding, and mandatory reporting laws and regulations in the jurisdictions in which it operates. This includes child protection law, mandatory reporting requirements, Working With Children screening, and criminal law relating to child abuse or exploitation.

Summersalt also has regard to the National Principles for Child Safe Organisations and guidance issued by child protection and regulatory authorities. Where standards differ, the highest available standard will apply.

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## Definitions

For the purposes of this Policy:

**Child / Young Person:** any individual under the age of 18 years.

**Child abuse:** includes physical abuse, sexual abuse, grooming, emotional or psychological abuse, neglect, exploitation, and exposure to family or domestic violence.

**Mandatory reporter:** any individual who is legally required, under applicable state or territory legislation, to report suspected child abuse or neglect to the relevant authorities.

**Reportable conduct:** any allegation or incident involving child-related misconduct, including abuse, grooming, or a serious risk of harm.

## Child Safety Principles

Summersalt is committed to ensuring that:

- Child safety is embedded in governance, leadership, and daily operations
- Children are empowered to express their views and concerns safely
- Families and carers are engaged in child safety practices
- Staff are recruited, trained, and supervised with child safety as a core requirement
- Cultural safety is actively upheld
- Risks to children are identified, assessed, and mitigated proactively

## Recognising and Reporting Concerns

Immediate risk situations must be reported to 000 without delay.

Concerns should be raised wherever there are reasonable grounds, including a child disclosing harm, observable indicators of abuse or neglect, a report from a third party, or behaviour consistent with harm.

Mandatory reporters must comply with their legal obligations under applicable state or territory law. All personnel must report concerns internally to the Summersalt Safeguarding Lead as soon as practicable, and, where legally required, external reports must also be made directly to police or child protection authorities.

Summersalt will support all good faith reports, ensure no retaliation or adverse consequences against any person who reports a concern in good faith, maintain confidentiality and procedural fairness where appropriate, and cooperate fully with police, child protection authorities, and regulatory bodies.

## Recruitment and Workforce Screening

All personnel in child-related roles require a valid Working With Children Check (or equivalent), reference checks, and criminal history checks where applicable, along with child safety induction and ongoing training. No person may commence child-related duties without clearance, and suitability to work with children is monitored on an ongoing basis.

## Risk Management and Safe Environments

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Summersalt maintains proactive child safety risk management, including regular risk assessments of environments and activities, supervision standards appropriate to age and vulnerability, safe physical and digital environment controls, and incident reporting and review procedures.

## Media, Images, and Digital Safety

Summersalt is committed to protecting the privacy, safety, and dignity of children and young people in relation to images, video, and digital content.

The capture, storage, use, and publication of images or recordings of children is governed by Summersalt's Photo, Video & Media Policy, which forms part of Summersalt's safeguarding framework. All staff, contractors, and representatives must comply with that Policy at all times.

In summary:

- Images or recordings of children may only be captured and used with appropriate consent
- Images must be stored securely and used only for approved Summersalt purposes
- Personal devices and private accounts must not be used to capture or share images of children
- Consent may be withdrawn at any time and will be actioned promptly

## Child Safe Environment Standards

Summersalt maintains the following minimum standards:

- Staff do not enter bathrooms or change areas when children are present, except in emergencies or approved safeguarding circumstances
- Physical contact is limited to necessary, appropriate, and consent-based interaction
- Spotting or physical assistance is used only for safety and is explained in advance
- CCTV, where installed, is limited to public areas only and managed in accordance with privacy law
- Children are supervised at all times in accordance with their age, developmental needs, and the nature of the activity

## Breaches of this Policy

Any breach may result in removal from duties or suspension, disciplinary action or termination, reporting to authorities where required, or cancellation of engagement or membership with Summersalt.

## Policy Governance and Review

This Policy will be reviewed at least annually, updated in response to legislative or regulatory change, communicated to all relevant personnel and stakeholders, and made available in an accessible format at all Summersalt centres and online.

This Policy forms part of Summersalt's child safeguarding framework and should be read in conjunction with related safeguarding and operational policies.

## Contact and Reporting

Safeguarding concerns should be reported to:

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Email: [childsafes@summersaltgym.com.au](mailto:childsafes@summersaltgym.com.au)

Safeguarding Lead: Centre Manager or appointed Child Safety Officer

Where a child is in immediate danger, emergency services should be contacted directly by calling 000.