**NTWA Child Protection Policy**

**Policy context**

NTWA recognises the importance of providing a safe environment for junior lifters in which to train, learn, compete and socialise.

The NTWA Junior Lifters’ Safety and Wellbeing Policy establishes appropriate guidelines for behavior and consequences of not adhering to this policy.

The NTWA Social Media Policy establishes the appropriate use of social media and clearly articulates unacceptable use of social media and the consequences of not fully respecting this policy.

The NTWA Statement of Commitment to the Safety and Wellbeing of Junior Lifters extends to the NTWA Social Media Policy.

NTWA Commitment to the Safety and Wellbeing of Junior Lifters

NTWA recognises the importance of providing a safe environment for junior lifters in which to train, learn, compete and socialize. NTWA recognizes the different needs and vulnerabilities of junior lifters and is committed to:

* fostering a culture of safety and wellbeing for its junior lifters to ensure they can develop, learn and thrive in an environment in which they are cared for and are safe
* ensuring compliance with all relevant sections of the Act
* a zero tolerance for junior lifters being victims of or witnesses to sexual, physical and mental abuse
* ensuring mandatory reporting of any alleged or assumed abuse
* responding swiftly and appropriately to all and any allegation of any abuse with the safety and emotional wellbeing of the junior lifter being paramount
* adhering, when necessary, to disciplinary processes that are clearly defined and understood by all NTWA coaches, referees, officials, volunteers, members, junior lifters and their families/guardians
* actively promoting the safety and wellbeing of junior lifters at all NTWA training and educational sessions, competitions and NTWA representation at training and competition opportunities outside the Northern Territory.
* This policy covers children of all ages until 18 years.
* NTWA coaches, volunteers and committee members that engage with junior lifters shall obtain Working with Children cards as required by legislation.

**Policy scope**

This policy extends to all NTWA training, educational and information sessions, and competitions whether directly managed by NTWA or supported by NTWA where NTWA encourages and or supports (including financially) its junior lifters to attend.

All NTWA coaches, referees, officials, volunteers and any other NTWA members who come into direct contact with junior lifters as part of their role with NTWA are mandated to comply with this policy.

All non-NTWA coaches, referees, officials, volunteers and presenters invited to participate in NTWA training, educational and information sessions or competitions in direct contact with junior lifters are mandated to comply with this policy.

The NTWA’s commitment to the safety and wellbeing of its junior lifters will be reflected in its strategic plan.

**Monitoring and Compliance**

The NTWA Juniors’ Safety and Wellbeing Policy will be a standing agenda item on all NTWA committee meetings, including the Annual General Meeting. Additionally the safety and wellbeing of junior lifters will feature as a component of the NTWA Risk Management Register with associated mitigation strategies and actions. The NTWA Chair is responsible for conducting reviews to guarantee all members and visitors adhere to this policy and ensuring findings are included annual reports.

**Glossary of terms**

| **Term** | **Definition** |
| --- | --- |
| **Child Abuse** | Abuse constitutes any act committed against a junior lifter involving:  physical violence  sexual offences  serious emotional or psychological abuse |
| **Competition** | All competitions including: local NT competitions; National and International Titles; and World Titles regardless of the venue |
| **Education session** | All education sessions, including though not limited to: weightlifting theory and practice; health and nutrition; coaching regardless of the venue |
| **Information session** | All information sessions, including though not limited to: pre-competition information sessions; workshops; seminars and conferences regardless of the venue |
| **Junior lifter** | A lifter between the ages of 10 and 18 regardless of their ancestry or ethnic origin, gender, culture, linguistic background, religion or sexuality |
| **NTWA** | Northern Territory Weightlifting Association |
| **Ochre Card** | The Northern Territory Government’s compulsory Working with Children Card |
| **The Act** | *Care and Protection of Children Act* |
| **Training session** | All training sessions led by NTWA coaches or coaches invited by NTWA to train junior lifters regardless of the venue |

**What is child abuse**

Under the Act, child abuse includes five categories of abuse as outlined below. While this policy applies to junior lifters while they are engaged with an NTWA activity or NTWA supported activity, NTWA recognises that abuse can occur at any time during a junior lifter’s life and anywhere. As such, NTWA is committed to immediately reporting any concerns of abuse of a junior lifter as per the Act.

**Physical violence**

Physical violenceoccurs when a child suffers or is likely to suffer significant harm from a non-accidental injury or injuries inflicted by another person. Physical violence can be inflicted in many ways, including beating, shaking, burning or use of weapons (such as, belts and paddles).

**Sexual offences**

Sexual offencesoccur when a person involves the child in sexual activity, or deliberately puts the child in the presence of sexual behaviours that are exploitative or inappropriate to his/her age and development. Child sexual abuse can involve a range of sexual activity including fondling, masturbation, penetration, voyeurism and exhibitionism. It can also include exposure to or exploitation through pornography or prostitution, as well as grooming behaviour.

**Serious emotional or psychological abuse**

Serious emotional or psychological abuseoccurs when harm is inflicted on a child through repeated rejection, isolation, or by threats or violence. It can include derogatory name-calling and put-downs, or persistent and deliberate coldness from a person, to the extent where the behaviour of the child is disturbed or their emotional development is at serious risk of being impaired. Serious emotional or psychological abuse could also result from conduct that exploits a child without necessarily being criminal, such as encouraging a child to engage in inappropriate or risky behaviours.

**Serious neglect**

Serious neglectis the continued failure to provide a child with the basic necessities of life, such as food, clothing, shelter, hygiene, medical attention or adequate supervision, to the extent that the child’s health, safety and/or development is, or is likely to be, jeopardised. Serious neglect can also occur if an adult fails to adequately ensure the safety of a child where the child is exposed to extremely dangerous or life threatening situations.

**Policy Review**

This policy will be reviewed every 2 years to coincide with the election year from the date of it being ratified by the NTWA Committee and signed by the NTWA Committee Chair; and immediately following any abuse incident, be it alleged or substantiated.

**Ratified**

Mr. Mathew Letts

Chair, NTWA Committee

February 2017