



We believe in the power of
inspired young people

12th May 2021

The Y's Response to the Australian Human Rights Commission's Independent Review into Gymnastics in Australia

YMCA Geelong believes in the power of inspired young people and believes that young people should have a voice and should be heard in their sport.

The Australian Human Rights Commission (AHRC) report released last week provided 12 recommendations for an extensive culture change for gymnastics in Australia.

As an affiliated member of Gymnastic Victoria and Gymnastic Australia we seek to ensure that gymnastics in Australia is a safe and inclusive sport for all children and young people. We acknowledge the athletes and other community members who engaged in the review process and acknowledge their bravery in doing so.

Along with Gymnastics Australia, You can view Gymnastics Australia's statement on the published report [here](#).

YMCA Geelong's Gymnastic Club is committed to ensuring that all children and young people can feel safe and be safe at the Y, in their families and in their communities. To achieve this vision, we have implemented a safeguarding framework that holds the Y to the highest possible standards in keeping children and young people safe. Our Framework has children and young people at the forefront and incorporates the 10 National Child Safe Principles, child safety legislative requirements and international best practice. Our Board, staff and volunteers (including parent volunteers) are required to have current Working with Children Checks. <https://www.geelong.ymca.org.au/safeguarding-children>

We encourage athletes and parents who wish to reach out and be heard and part of the changing culture of our sport to contact Shani Cashin – YMCA Geelong Wellbeing Co-ordinator, E: Shani.AislinnCashin@ymca.org.au
Ph: 5221-8344

We will work with our gymnasts and families to ensure our club continues to listen, act and respond to the voices of young people.

More details on our culture, practices and behaviours can be found in YMCA Geelong Commitment to Safeguarding Children and Young People, Child Safety Standards & Ministerial Order 870

Shona Eland
CEO – YMCA Geelong

YMCA Geelong Commitment to Safeguarding Children and Young People, Child Safety Standards & Ministerial Order 870

At the Y we consider the safety and wellbeing of children and young people to be our highest priority.

YMCA Geelong wish to provide to our community, schools, education providers, user groups and members transparency to the implementation and compliance to the Child Safety Standards and provide details of the following processes that are in place for all employees/volunteers at YMCA Geelong facilities.

- ❑ All employees and volunteers are required to have a current Working with Children Check. This is audited weekly by our HR department.
- ❑ All employees and volunteers over 18 years of age are required to complete a National Police Record Check and reviewed on a three-year basis as a minimum however can be more frequent if required.
- ❑ All employees and volunteers over 18 years of age who have worked overseas are required to provide a copy of their International Police Record Check that has been conducted no more than 6 months prior to the commencement of the position.
- ❑ All employees and volunteers are referenced checked by qualified trained personal.
- ❑ All employees and volunteers over 18 years of age are required to complete a Safeguarding Children and Young People training program at the commencement of their employment and undertake annual review of the Policy or attend training on topics such as reportable conduct, grooming behaviours, trauma informed practice, empowerment of young people.
- ❑ All staff meetings have standard agenda items that addresses proactive compliance to the YMCA Safeguarding Children and Young People Policy and Procedures and incident reporting.
- ❑ YMCA employees and volunteers are required to undertake and acknowledge commitment to YMCA Geelong Safeguarding Children and Young People Policies, Procedures, Mandatory Reporting and Guiding Principles and Behaviours statement.
- ❑ YMCA Geelong is accredited as a Safeguarding Children Organisation that have met all criteria associated with the policy, procedures, recruitment, inductions and personal records, training, parent and children engagement, responding to child abuse reports and allegations.
- ❑ Safeguarding concerns are actioned and investigated by trained personal. We have implemented “Feel Safe Be Safe” programs to encourage child and young people to have a voice and any concerns can be forwarded to geelong@ymca.org.au

☐YMCA employees and volunteers are educated to empower children and young people from all cultures, abilities and ages to have voice and feel comfortable to speak up about matters that affect them. We are particularly mindful to assist those children and young people that are vulnerable to be supported to be able to feel comfortable to talk to others.

☐YMCA employees and volunteers are supported, mentored and supervised in the workplace and practices to ensure they met our commitment to a safe, supportive culture.

☐YMCA employees and volunteers are required to;

- Wear a uniform and/or a name tag
- Make sure children are cared for and supervised well
- Do not get upset, mad or angry with children at any time
- Explain rules clearly to children so that they understand what they are supposed to do
- Do not take children or young people anywhere in their car, on their bike, a bus or any other transport in a one on one situation in a work/professional or private setting.
- Will not take children or young people on an excursion unless they have parent or guardian's permission in writing and the group is going
- Not call children or young people on their mobile, text or contact on social media or at any time

All employees at YMCA Geelong met the requirements outlined in the **Catholic Education Office Child Safety Policy and Ministerial Order 870**

Ministerial Order 870 specifies the following requirements;

- Minimum Standards for a Child Safe Environment
- Principle of inclusion
- Strategies to embed an organisational culture of child safety
- A child safety policy or a statement of commitment to child safety
- A child safety code of conduct
- School staff selection, supervision and management practices for a child-safe environment
- Procedures for responding to and reporting allegations of suspected child abuse
- Strategies to identify and reduce or remove risks of child abuse
- Strategies to promote child empowerment and participation

Please visit www.geelong.ymca.org.au for more information on our Safeguarding Children and Young People practices and guidelines.