



## Child Protection Policy

### Ki Martial Arts Academy 'Statement of Commitment'

Ki Martial Arts Academy is committed to safeguard children from harm. It helps to create a safe and positive environment for children. Ki Martial Arts Academy holds its duty and responsibility of care seriously.

### Ki Martial Arts Academy Child Protection Policy Statements:

#### **Policy statement**

---

This service is committed to child protection and child safe environments.

A child is any persons aged from birth to eighteen years

Child Protection Policy:

- reflects the service's philosophy, which can include values, ethics or code of conduct for management, staff, carers, children, families, students, volunteers and the community;
  - establishes the procedures for child protection matters including identifying, documenting, reporting and managing concerns or incidents;
  - maintains procedural fairness and natural justice concepts in all circumstances;
  - identifies safe protective behaviours for all persons<sup>1</sup> who access the service's premises, facilities and/or programs;
  - abides by federal and NSW legislation;
  - defines the appropriate direct or indirect physical contact between children and adults in the service;
  - identifies and details the procedures when an adult harm a child; a child harms another child; or an adult harms another adult in the service;
  - details complaints, grievances and disciplinary procedures;
  - demonstrates a commitment to ongoing professional development for staff/carers;
  - identifies support and counselling services or agencies for all stakeholders, including strategies to deal with the media; and
-

- Ki Martial Arts Academy is committed to the prevention of abuse and to the well-being of members, children, young people, vulnerable adults and their families.
- Ki Martial Arts Academy is committed to acting at all times in the best interest of the children, young people and vulnerable adults to whom it provides a service.
- Ki Martial Arts Academy is committed to dealing with abuse, suspected abuse or disclosure of abuse in a timely fashion.
- Ki Martial Arts Academy recognises that the family's primary role in caring and protecting the child should be valued and maintained. However, the child's safety and wellbeing should have priority.
- Ki Martial Arts Academy acknowledges that in cases of suspected child abuse, support for families is important. Ki Martial Arts Academy agrees that working in accordance with this policy requires staff to be trained and supported.
- Ki Martial Arts Academy will ensure any disclosures about alleged abuse are acknowledged and appropriate action taken to ensure the safety of children who make disclosures.
- Ki Martial Arts Academy is committed to complying with all relevant legislation.
- Ki Martial Arts Academy Policy applies to
  - This policy applies to all children who are students of this organisation, and to those with whom personnel come into contact during their work with Ki Martial Arts Academy
  - It applies to staff, volunteers and management of Ki Martial Arts
  - It also applies to any contracted personnel providing support services to families and members, (including child care), and to those providing support services to staff.
- Definitions
  - A child is defined as anyone under the age of 18
  - An adult receiving a service a result of their deafness or disability could be regarded as a 'vulnerable adult' and thereby also covered by this policy.
  - 'Staff' is defined as those who are employed directly by or volunteer for Ki Martial Arts Academy, as well as staff and volunteers of partner organisations whilst they are working with children and young people in the care or supervision of Ki Martial Arts Academy
  - Designated Person: Child Protection Co-ordinator Alfio Viscuso holds the responsibility for child protection.

### **Policies for reporting**

- When abuse is suspected, or an allegation made against another person, the first consideration will be to ensure the safety of child.
- The Designated Person for Child Protection will consult with Child, Youth and Family to clarify whether a notification of concern should take place.
- When child abuse is suspected the Designated Person for Child Protection, Alfio Viscuso will inform Child, Youth and Family or the Police.
- At any time, any member of staff of Ki Martial Arts Academy who has concerns regarding the safety and protection of a child may ring Child Youth and Family Services.
- If it is decided that concerns do not require a notification to statutory authorities, the child will continue to be monitored, and records kept.
- All suspicions and information will be recorded factually and held confidentially. Anything that is an opinion, or a personal concern will be identified as such and not as being fact.

- Although the parent or caregiver of the child will usually be informed of concerns, there may be times when those with parental responsibility may not be initially informed. This may happen when:
  1. The parent or caregiver is the alleged perpetrator
  2. It is possible that the child may be intimidated into silence
  3. There is a strong likelihood that evidence will be destroyed
  4. The child does not want their parent or caregiver involved and they are of an age when they are competent to make that decision
- Ki Martial Arts Academy will not question extensively a child who has disclosed abuse, or who is displaying signs of possible abuse. However, it is important that a child is listened to and responded to appropriately.
- In all cases of suspected abuse, the information and concerns will be made available only to those staff who have a need to know. This will be determined by the Designated Person for Child Protection.
- All staff members involved will be kept informed as far as possible within the limits of confidentiality and the need to protect the best interest of the child. This will be determined by the Designated Person for Child Protection
- Utilise the Keep Them Safe website (<http://www.KeepThemSafe.nsw.gov.au/>)

### **Categories for abuse:**

**Physical Abuse** Physical abuse describes an injury or injuries inflicted on a child by another person, caused by a single or repeated physical act such as hitting, smacking, punching, shaking, kicking, burning, scalding or restraining. Physical abuse is non-accidental injury to a child by a parent or caregiver(s). It includes injuries which are caused by excessive discipline, severe beatings or shakings, bruising, lacerations or welts, burns, fractures or dislocation, attempted suffocation or strangulation and death.

**Neglect** is where a child is harmed by the failure to provide a child with the basic physical and emotional necessities of life - food, clothing, shelter, emotional security, affectional attachments, medical care and adequate supervision. Neglect is characterised as a continuum of omissions in parental caretaking.

**Sexual Abuse** Sexual abuse occurs when an adult, a more powerful child or an adolescent exposes a child to sexual activity. Tricks, bribes or threats and sometimes physical force are used to make a child participate. Sexual abuse can include: inappropriate touching; involving a child in a sexual act; exhibitionism; and sexually suggestive comments and behaviour. Deliberately exposing children to sexually explicit or pornographic material through magazines, videos, computer images or music is also a form of sexual abuse

**Emotional Abuse** Emotional abuse occurs when a child is deprived of care and attention, is subject to yelling or bullying, or is ridiculed, threatened, ignored or scared in a way that affects their confidence, self-esteem and emotional wellbeing. Psychological harm can also result from a child being involved in anti-social behaviour such as crime, violence or substance abuse perpetrated by another person. Emotional abuse encompasses a range of behaviours that harm a child. It includes excessive or unreasonable demands, failure to provide the psychological nurturing and affection necessary for a child's physical and emotional growth and development, scapegoating or rejecting, severe verbal abuse and threats of abuse. These behaviours by caregivers can destroy the confidence of a child, and the subsequent emotional deprivation and trauma impairs the child's social, emotional, cognitive and intellectual development. Witnessing domestic violence can have profound effects on children and constitutes a form of emotional abuse.

**Domestic violence** Exposure to domestic violence can cause both physical and emotional harm to children. They do not have to be involved in or witness the violence to be affected by it. Children who

experience domestic violence over a period may be aggressive or violent themselves but are just as likely to appear anxious or depressed and may have low self-esteem.

**Bullying** A person is bullied when they are deliberately and often repeatedly physically or emotionally hurt by a more powerful person or group of people. Bullying can involve name calling or teasing, verbal threats and rumours, or deliberately excluding a child from an activity. Bullying may also involve the child being hit or pushed around by another child or group of children or the child's property being taken away or damaged.

References: [www.health.nsw.gov.au](http://www.health.nsw.gov.au)

<https://www.childwise.org.au/page/41/state-legislation-reporting-nsw>

<https://aifs.gov.au/cfca/publications/mandatory-reporting-child-abuse-and-neglect>

Review: Ki Martial Arts child protection policy and all the sub policies that it contains is reviewed every 12 months.

Date of policy: January 2018