

Onyx Gymnastics

Child Safe Policy

Onyx Gymnastics is committed to ensuring that the safety, welfare and wellbeing of children are maintained at all times during participation in activities run by Onyx Gymnastics. We want children who participate in our program to have a safe and happy experience. We support and respect our children, their families and our workers.

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| Title | Onyx Gymnastics Child Safe Policy |
| Introduction | <p>This policy applies to all members, staff members (paid and volunteers) and associates of Onyx Gymnastics. This Policy applies to behaviour occurring within and outside the course of Onyx Gymnastics business, activities and events, when the behaviour involves members and negatively affects relationships within Onyx Gymnastics sport and work environment.</p> <p>This Policy is set to outline all of the procedures taken by Onyx Gymnastics to ensure the safety of all members under the age of 18.</p> |
| Children's Participation | <p>Onyx Gymnastics provides gymnastics classes for children from the age they can walk to 18 years +. All members choose to enrol in an Onyx Gymnastics program to learn gymnastics in a fun & safe environment.</p> <p>Onyx Gymnastics provides a range of ways to allow children to provide feedback or raise concerns. Onyx Gymnastics listens to the views of children; respects what they say and involves children when there are decisions to be made that will directly affect them.</p> |
| Recruitment | <p>Onyx Gymnastics acknowledges that our staff provide a valuable contribution to the positive experience of members. Onyx Gymnastics will not employ or engage a person (whether paid or unpaid) to coach or otherwise supervise a child under the age of 18 years without requiring that person to disclose whether or not he or she has been convicted of a serious sex offence and conducting a police or other probity check on that person.</p> <p>Onyx Gymnastics staff are qualified Gymnastics Australia & GymNSW affiliated members and have active Working With Children Check's.</p> <p>Onyx Gymnastics will notify the appropriate authority of any applicants for employment that are rejected as a result of risks identified through the screening processes.</p> |

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| Complaints Management and Reporting | Onyx Gymnastics has a Complaints Management Procedure, which aligns with the Gymnastics Australia Complaints Procedures and includes various options for a member wanting to make a complaint. Onyx Gymnastics will deal with any complaints about breaches of this Policy promptly, seriously, sensitively and confidentially. |
| Training, support and supervision of workers | <p>Onyx Gymnastics encourages reporting of discrimination, harassment or child abuse, regardless of who the offender might be.</p> <p>All new staff members receive a copy of all child safe policies and procedures and training is provided to discuss the policies and allow the new staff member to ask questions and clarify their understanding.</p> <p>Child safe is a standing agenda item at meetings and workers are encouraged to ask questions and contribute to the continuous improvement of child safe policies, procedures and practices in the workplace.</p> |
| Other legislation, industry standards or internal policies | Please see recruitment and the Onyx Gymnastics Policies document. |
| Review | Onyx Gymnastics reviews Policies every 12 months, at the beginning of the calendar year. |

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| Date of last review | January 2022 |
| Coverage | Onyx Gymnastics |