

## Why does my organisation need to be child safe and what does that mean?

It is a legislative requirement in NSW that any organisation engaged in child-related work, or that provides services to children, takes steps to implement the 10 'Child Safe Standards'. The 10 Child Safe Standards were established as a result of recommendations made by the Royal Commission into Institutional Responses to Child Sexual Abuse. The 10 Standards identify strategies to make organisations safer for children, including policies and procedures. You can read more about the 10 Standards [here](#).

Accordingly, most, if not all tennis related organisations are required to have policies, processes, and practices in place that address and implement the 10 Standards and which make their organisation child safe. This includes tennis clubs/associations, tennis coaches, tennis venues and Tennis NSW itself. In fact, Tennis NSW has made a public commitment to "zero tolerance" in relation to child safety. This commitment reflects the importance that Tennis NSW places on keeping children safe.

Read on for a refresher on how to improve child safety within your own organisation.

## What policies should my club/association/venue be using?

Tennis NSW has a range of policies that are available for your club/association/venue to use. Importantly, your organisation **does not need to draft its own policies**. You can simply take the Tennis NSW policies and apply them as your own. In particular, the Tennis NSW Member Protection Policy and the Tennis NSW Safeguarding Children Code of Conduct have been specifically drafted to reflect and implement the 10 Standards. These policies can be found [here](#).

All that your organisation needs to do is to adopt and promote these policies and ensure that you apply the policies consistently. This could include by placing the policies on your website, or by promoting the policies at your venue or on your social media platforms. By adopting and implementing these policies your organisation will have taken the first step to building a culture of child safety.

Another good tool is to make a public commitment to child safety on behalf of your organisation. A public statement demonstrates your commitment to child safety at all levels of your organisation and has the effect of deterring potential risks to children. Tennis Australia's child safety commitment can be viewed [here](#), and is a good example of the sort of public commitment your organisation could make.

## What resources are available to help us create a child safe environment?

Tennis NSW and Tennis Australia have created a range of useful resources to assist your organisation to be child safe, including fact sheets, checklists and templates. We have also created a range of posters and other visual aids which can be used to raise awareness of child safety issues at your venue, and to ensure that everyone in your organisation knows where to go and how to speak up if they have concerns around child safety. The Tennis NSW resources can be accessed [here](#).

Additionally, the Office of the Children's Guardian (OCG) has a dedicated resources page which has numerous resources tailored to assist organisations to be child safe. These resources can be found [here](#).

## Where can I access additional training around child safety?

The OCG has developed an interactive eLearning module focused on building child safe organisations. Access the OCG eLearning platform [here](#), create a profile, and select the course titled 'Child Safe Sport'.

Additionally, you can access recordings of previous child safety training sessions delivered by Tennis NSW [here](#).

Tennis NSW and Tennis Australia are also working together to develop a range of additional training sessions to be delivered in October and November 2022, so keep your eyes open for further information about training opportunities.

## How do we recruit the right people?

The Working with Children Check scheme is an important part of ensuring that you recruit the right people to your organisation, however it is not the only solution. It is important that organisations go a step further and ensure that they have appropriate interview, screening, and reference check systems in place to ensure that appropriate people are appointed to child related roles. Remember, just because someone holds a valid Working with Children Check does not mean that they are the right person to be appointed to work closely with children.

The Tennis NSW Member Protection Policy (available [here](#)) provides guidance on a comprehensive screening and interview process that tennis organisations should employ to ensure that appropriate people are employed or allowed to volunteer within the organisation.

## What if I have more questions or need more help?

Tennis NSW is here to help support your organisation to be child safe. If you have any questions or would like further information contact your Tennis Development Officer or reach out to [mpio.nsw@tennis.com.au](mailto:mpio.nsw@tennis.com.au).

The Office of the Children's Guardian is also available to support tennis organisations to become child safe. You can reach out directly to Matt Sibley, the OCG's Child Safe Officer for Sport, at [Matt.Sibley@ocg.nsw.gov.au](mailto:Matt.Sibley@ocg.nsw.gov.au).