



ALTONA HOCKEY CLUB

Safe Hockey Policy of the
Altona Hockey Club, Inc.

PURPOSE:

The Altona Hockey Club Inc., Sugargum Drive, Altona (AHC) is committed to promoting and strengthening the positive image of hockey and its members by ensuring that everyone involved with hockey through their association with AHC is treated with respect and dignity. As a club with a large number of families and juniors, it is important that every AHC member strives to represent the club in a positive and appropriate manner in all aspects of their membership.

The Hockey Australia National Integrity Framework is the umbrella policy that sets out the uniform national integrity framework and requirements for ethical behaviour that will apply to all Australian Hockey Organisations (AHOs) and all hockey participants.

The NIF:

- Incorporates values and principles that should uniformly guide the conduct of participants, clubs and their activities;
- Promotes the development and implementation of clear education and communication strategies for all AHOs and hockey participants;
- Outlines a policy framework that provides for a safe, fair, and inclusive environment in which our sport can be conducted; and
- Coordinates robust reporting, investigation, hearing, and sanctioning processes to deal with Prohibited Conduct and other matters covered by the NIF.

AHOs include:

- Hockey Australia (HA)
- Hockey Victoria (HV)
- All other Member Associations of HA, e.g. Hockey New South Wales
- All HV Affiliates (e.g. clubs and its members)
- All Affiliates of the other HA Member Associations.

Hockey Australia and all State and Territory Member Associations are committed to ensuring the safety and wellbeing of all children and young people who are involved in our sport.

The Safe Hockey Policies & Procedures are HA's rules, expectations and obligations around safeguarding children and young people. They sit within the National Integrity Framework,

The AHC board has resolved to adopt the Hockey Australia Safe Hockey Framework and its related guidelines and resources, replacing all previous Child Safety Policies of the AHC.

The Hockey Australia Safe Hockey Hub can be found here - <https://www.hockey.org.au/integrity/safe-hockey/>. It includes the following chapters, along with Safe Hockey Supporting Documents, Safe Hockey Community Guidelines, Safe Hockey Digital Assets.

1. Safe Leadership - <https://cdn.revolutionise.com.au/cups/hockeyaus/files/gnslnoin9f7nilu.pdf>
2. Safe People - <http://cdn.revolutionise.com.au/cups/hockeyaus/files/rfoiauzg5a6vyttg.pdf>
3. Safe behaviours - <https://cdn.revolutionise.com.au/cups/hockeyaus/files/fjdlp4zjwatndww4.pdf>
4. Safe Environments - <https://cdn.revolutionise.com.au/cups/hockeyaus/files/tzd9mdiygz7pblfw.pdf>
5. Safe Responses - <https://cdn.revolutionise.com.au/cups/hockeyaus/files/gyizhlbbhtdo7i0m.pdf>

Any subsequent updates or changes to Policies, Procedures and resources made by HA on the Safe Hockey Hub will be applicable to AHC and its members.

AHC will appoint at least one Safe Hockey Officer (SHO) – Role description is attached as an appendix to this policy.

Review, Additions or Amendments

This policy will be reviewed and evaluated annually.

Dated: April 3, 2023

**For and on Behalf of its Members.
The Altona Hockey Club Inc. Board**

Appendix: Safe Hockey Officer (SHO) Position Description

(as provided by Hockey Victoria)

ROLE	Safe Hockey Officer (SHO)
REPORTS TO	Relevant AHO Representative

ABOUT THE ROLE

The SHO role may be performed by an Australian Hockey Organisation (AHO) (e.g. Member Association, Regional Association or Club) volunteer or employee.

The SHO will promote Safe Hockey and work with the AHO to practically implement the Child Safeguarding Policy (or AHO equivalent) and Safe Hockey Framework.

The SHO will serve as the first point of contact for hockey participants who have any enquiries, concerns or complaints about the safety or wellbeing of a child or young person under 18.

The SHO provides information and support to the parties involved.

ROLE RESPONSIBILITIES

- Communicate and promote awareness and understanding of the Child Safeguarding Policy (or AHO equivalent) and Hockey Australia's (HA) Safe Hockey messaging.
- Streamline the response to concerns that relate to the safety and wellbeing of children and young people by being the first point of contact.
- Explain the complaint process and options available under the Child Safeguarding Policy (or AHO equivalent) or any other relevant policies.
- When appropriate, refer participants to the AHO Complaint Manager to report complaints, concerns, and incidents for appropriate action.
- Assist the AHO in the following:
 - Promoting Safe Hockey messaging within the club community.
 - Leading the actions in the Safe Hockey Implementation Guide.
 - Helping adults in hockey understand their expectations and obligations when interacting with children and young people.
 - Providing education to children and young people and their families using the extensive resources available.
 - Prioritising child safety in all decision-making.
 - Assessing and managing risks that relate to the safety and wellbeing of children and young people within the club; and
 - Ensuring that all persons in child-related positions have a current Working with Children Check (WWCC) as specified in state and territory legislation.

ROLE REQUIREMENTS

- Must have a valid WWCC as specified in state and territory legislation.
- Maintain strict confidentiality.

- Undertake training as directed by the relevant AHO.
- Relevant qualifications and/or experience is desirable (teaching, social work, psychologist, welfare etc).

EDUCATION & TRAINING RESOURCES

Education and training will be made available to the SHO to ensure they are equipped with the knowledge, skills and awareness, including but not limited to:

- HA Safe Hockey for Employees and Volunteers course.
- Sport Integrity Australia Child Safeguarding in Sport Induction course.
- Further education will be provided throughout the year.