



Coaching and working with children and young people at STBA Facilities

Policy:

The organisation is committed to promoting the safety and wellbeing of all children and young people within the STBA badminton community.

Policy Scope:

This policy applies to all professional coaching and/or activities involving working with children or young people conducted at STBA facilities or directly undertaken by the STBA off-site.

Definitions:

Coach

Any person holding a current Badminton Australia (BA) coaching certificate of level one or higher, and maintaining a current coaches registration with BA.

Professional Coaching

Any person receiving remuneration for providing coaching services.

Remuneration

Payment in cash, goods or services.

Child or young person

Anyone under the age of 18.

Worker

A person over the age of 18 who is providing paid or unpaid (volunteer) services to a child or young person.

Relevant Legislation:

Child and Youth Safe Organisations Act 2023

Documents supporting this policy:

- Tasmanian Department of Justice Introducing Tasmania's Child and Youth Safe Organisations Framework (2023)
- Tasmanian Department of Justice Guide to Aboriginal Cultural Safety

STBA responsibilities:

- Comply with all relevant legislation as pertains to coach and member safety when using STBA facilities.
- Complete mandatory reporting requirements as per the *Child and Youth Safe Organisations Act 2023*.
- Ensure the Universal Principle of Aboriginal Cultural Safety is applied to all interactions described within this policy.
- Display the current United Nations Convention of the Rights of the Child within STBA facilities and on the website.
- Ensure that children and their families are informed (and involved where appropriate) in all STBA child safety and wellbeing activities.
- Maintain a register of all persons working with young or vulnerable people at STBA facilities, ensuring that all persons have a current and valid Working With Vulnerable People (WWVP) registration prior to use of STBA facilities.
- Maintain a register of all reportable conduct (as defined in the Child and Youth Safety Framework), ensuring conduct is reported to the Independent Regulator within 3 business days.
- Appropriately investigate all allegations of reportable conduct, providing an update to the independent regulator within 30 days and record.
- At the completion of any investigation provide a final report to the independent regulator (as per the Reportable Conduct Scheme Guidelines).
- Support all STBA workers to undertake ongoing professional development in the area of child safety and wellbeing.
- Ensure all online and physical spaces are safe and appropriate for the use of children and young people.
- Annually review all child safety and wellbeing policies and procedures.

Documentation Requirements

All information pertaining to child safety and wellbeing shall be stored for not less than 7 years from the date it was first received.

Non STBA Coaches responsibilities

- Comply with the *Child and Youth Safe Organisations Act 2023* and the Child and Youth Safe Standards and Organisations Framework.
- Inform STBA management (in writing) of all allegations of reportable conduct received within 24 hours of receipt by the coach and provide STBA with copies of all correspondence sent to the independent regulator regarding the incident.
- Ensure that any professional coaching session undertaken at an STBA facility (or as part of an STBA endorsed program off-site) is conducted by a worker (as defined above) with a current WWVP registration.
- Any session not run by the coach directly, must be run by a worker with a minimum qualification of Badminton Australia Foundation Coach and with a current registration with Badminton Australia.
- Upon request, coaches will provide evidence of supervision and/or direction provided to workers (who do not hold a Badminton Australia Level One Coaching Certificate) and who are providing professional services without onsite supervision from the coach.
- Comply with the current STBA Coaches code of conduct, providing a signed and dated copy of the code to STBA on request.
- Provide a signed STBA coaches code of conduct for all workers providing professional services without onsite supervision of the coach.

STBA Undertakings

- Provide coaches with subsidised court hire at 50% of the current peak-time hourly court hire rate.
- Provide coaches with early access to the automated court booking system to support delivery of coaching services to the STBA membership.
- Provide a monthly invoiced payment option for regularly utilised courts.
- Provide access to STBA facilities outside of normal business hours to support provision of coaching services to the STBA membership

Note:

The above undertakings are subject to review and alteration by the STBA at any time, upon provision of a minimum of 30 days' notice in writing to all coaches.

STBA Coaches

STBA reserves the right to employ workers of any qualification level to deliver STBA programs, while ensuring that they meet all other stipulated coaches requirements (see above) pertaining to working with children and young people.

Additional Information

The STBA has agreed to 'grandfather' coaching qualifications that were earned prior to the establishment of the Badminton Australia Level One qualification, but which are considered to demonstrate an equivalent level of expertise.

For the purposes of this policy, these qualifications will be considered equal to the Badminton Australia level One qualification.