



CHILD AND YOUTH RISK MANAGEMENT STRATEGY

WORKING WITH CHILDREN POLICY

PURPOSE

UK Powerlifting United (UKPU) is committed to the safety, wellbeing, and protection of children and youth from harm. This policy outlines UKPU's approach to working with children and should be read in conjunction with UKPU's wider strategies that support staff, Meet Directors, Referees, volunteers and members engaged in work with children. The purpose of this policy is to:

- a. Maintain a safe environment within UKPU for Working With Children (WWC);
- b. Support a child safe culture within UKPU that is aligned with the National Principles for Child Safe Organisation;
- c. Ensure UKPU maintains a framework that supports and empowers stakeholders to meet and champion obligations through respectful, supporting and collaborative engagement with children;
- d. Ensure UKPU has reasonable safeguards in place for children and members of the UKPU community; and
- e. Maintain oversight and best practice of UKPU competitions and events and support WWC through an integrated risk management strategy.

SCOPE

The 'UKPU Child and Youth Risk Management Strategy - Working with Children Policy' always applies to the following people whether they are participating in or operating in a paid or unpaid/voluntary capacity within the federation:

- Individuals members
- Coaches
- ALI employees, volunteers and independent contractors
- Parents, guardians, spectators and sponsors and any other person to the full extent that is possible.
- Any other Person who has agreed to be bound by this Policy.

This policy should be read in conjunction with related UKPU policies, and should be applied with regard to the Commonwealth and State legislations and statutes for WWC.

GENERAL PRINCIPLES

The following principles underpin UKPU's approach to WWC:

- a. UKPU has zero tolerance for child abuse.
- b. UKPU recognises the rights of the child and acts in their best interests to protect them.
- c. UKPU has regard to the National Principles for Child Safe Organisations founded on:
 - i. Child safety and wellbeing is embedded in UKPU's leadership, governance and culture.

- ii. Children and young people are informed about their rights, participate in decisions affecting them and are taken seriously.
- iii. Families and communities are informed and involved in promoting child safety and wellbeing.
- iv. Equity is upheld and diverse needs are respected in UKPU's policy and practice.
- v. People working with children and young people are suitable and supported to reflect child safety and wellbeing values in practice.
- vi. Processes to respond to complaints and concerns are child focused.
- vii. Staff and volunteers within UKPU are equipped with the knowledge, skills and awareness to keep children and young people safe through ongoing education and training.
- viii. Physical and online environments promote safety and wellbeing while minimising the opportunity for children and young people to be harmed.
- ix. Implementation of the national child safe principles is regularly reviewed and improved.
- x. Policies and procedures document how UKPU is safe for children and young people.

ROLES AND RESPONSIBILITIES

The President of UKPU is responsible to the Federation and wider UKPU community for the overall strategic planning and implementation of policies and practices relating to working with children.

The UKPU Executive are responsible for the oversight of UKPU's compliance and leadership within the wider community relating to working with children, and the implementation of policies and practices in place. This will be achieved by:

- Implementing and communicating the requirements of this policy and practices to staff;
- Oversight, and monitoring of UKPU's WWC portals and registers, as per National requirements. This relates to current notices, including positive notices, negative notices, and related approvals for staff and volunteers involved within UKPU in WWC.
- Developing staff awareness and resources for those who work with children.

MEMBERS OF UKPU

Before engaging in activities with children, whether paid or volunteer, members of the UKPU community are responsible for ensuring they:

- Assess activities and events involving WWC and identify compliance obligations and responsibilities with regard to policies and practices that may need to be considered;
- Hold a current Working with Children Check (positive notice or valid exemption) as per the National requirements.
- An individual is not a Restricted Person undertaking Restricted Employment;
- Have received the prerequisite management approval to undertake the activity or project, and an appropriate risk management plan has been established to safeguard the needs of children and youth; and
- Read relevant policy and procedures, and undertaken any relevant training as directed.

MONITORING, REVIEW AND ASSURANCE

UKPU is responsible for monitoring, reviewing and providing assurance on the effectiveness of this policy for staff, relevant volunteers and the wider UKPU community. UKPU will conduct an annual review of all WWC policies and practices.

WORKING WITH CHILDREN CHECK

A Working with Children Check (WWCC) is an assessment of whether a person poses an unacceptable risk to children in the UK, and aims to prevent people working with children if records indicate they may pose an unacceptable risk to children.

It is mandatory and legislated that adults who work or volunteer who come in contact with children must complete a WWCC, as per the National requirements.

How to apply for a WWCC

Since all States and Territories have varying legislations about the WWCC, it means the application process might differ slightly. However, there are basic procedures you need to fulfil to complete an application:

1. Ensure that you apply through the authorised government screening unit available for that state.
2. Fill and complete the application form or the application process.
3. Provide proof of identity; you will need
 - a. Photo ID (passport, driver's licence).
 - b. Other government-related ID (Birth certificate, Health care card, Pensioner concession card, UK citizenship certificate).

Refer to the table below to apply for a WWCC -

	NAME OF CHECK	WWCC RESOURC	INFORMATION FOR UKPU COMMUNITY
United Kingdom	Disclosure and Barring Service (DBS) check	DBS checks for child-minders and child-care workers	How to get a Disclosure and Barring Service (DBS) check if you want to look after children for a living: who needs a check, what it costs and how long it takes.t.

DEFINITIONS

UKPU Community: Current UKPU staff, members, Meet Directors, Referees or volunteers and anyone else contractually bound to comply with this policy.

Child: A person under the age of 18

Disclosure of Harm: A disclosure of harm occurs when someone, including a child, tells someone about harm that has happened, is happening, or is likely to happen.

Harm: Any detrimental effect of a significant nature on a person's physical, psychological or emotional wellbeing. Harm can be caused by physical, psychological, or emotional abuse; economic hardship, neglect, or sexual abuse or exploitation.

Negative Notice: A letter issued to a person whose application is refused, prohibiting them from carrying on a business or working with children.

Positive Notice: A letter issued to a person whose application is approved and issued with the appropriate working with children check identification and certification.

Restricted Employment: Restricted employment refers to the situations or exemptions that allow a person to work with children without a working with children check, such as if they are;

- A volunteer parent;
- A volunteer who is under 18;
- Paid or unpaid staff who work in regulated child-related employment for not more than 7 days in a calendar year; or
- A consumer at a child-related service outlet where they also carry out work at the outlet.

Restricted Person: A restricted person is a person who either:

- Has been issued a negative notice;
- Has a suspended WWC certification, for example a Blue Card;
- Is a disqualified person; or
- Has been charged with a disqualifying offence that has not been finalised.

Staff: Continuing, fixed-term and casual staff members.

Suspicion of Harm: A suspicion of harm is when someone has a reasonable suspicion that a child has suffered, is suffering, or is at an unacceptable risk of suffering, significant harm.

Volunteers/volunteering: People who donate their services in a voluntary capacity to UKPU without expectation of remuneration. Volunteering is time willingly given for the common good and without financial gain.

WWC: Working with Children, refers to activity that involves work/working with children and youth, being people under the age of 18.