

**PISTOL NT
CHILD PROTECTION POLICY**

This Policy relates directly to Children; those members or visitors under the age of eighteen (18) years; and to any person who deals with them either directly or indirectly.

Juvenile members of Pistol NT (PNT) must be aged twelve years or over to be active shooting and competing members.

Any person under 18 years of age is legally classified as a 'child'.

Juniors are so classified to the year in which they attain 21 years of age.

General

PNT shall;

1. provide an environment that is safe for personal participation in competitive pistol shooting on affiliated ranges/premises for competitors, members and visitors;
2. provide for zero tolerance in any real or perceived acts of child sexual maltreatment, harassment, exploitative or inappropriate behaviour or language by any person towards any child on any part of any affiliate premises, by encouraging all officials and members to immediately report any such occurrence to a relevant authority, and to the Management Committee;
3. maintain a strict level of confidentiality of reports, incidents, names and locations of involved personnel and actions taken;
4. ensure that all Pistol NT Inc officials and members, at any level, are cognisant of their direct personal responsibilities towards children in all circumstances;
5. take whatever action may be required to report any incident encompassing any of the above to the appropriate authority as soon as possible, where this has not already been carried out;
6. require all personnel directly dealing with children to obtain the Northern Territory Government Working With Children Ochre Card and to keep such card valid under NT Government Regulations.
7. refuse the application of involvement with Juveniles for any person to whom an Assessment Notice (under the above legislation) of a Negative or Interim Negative nature has been applied;
8. ensure always that children under their care and direction are supervised by responsible adults in all phases of the sport and areas of participation or domicile.

Code of Conduct.

All managers, directors, coaches and other officials shall;

1. agree to abide by and uphold the Code of Conduct prior to assuming any duty;
2. maintain a 'duty of care' and general accountability of supervision towards team members; with special reference to their individual responsibility towards those under 18;

3. institute a climate of direct, honest and respectful participation, wherein those in their charge and their respective parents or guardians are empowered to express their concerns and considerations;
4. at all times ensure that physical contact between individuals and between participants and officials is strictly only that
 - which is appropriate to the situation;
 - which is necessary and personally required for the skills development of that individual;
 - will provide a safe environment for participants for training and competition;
 - is within the Pistol NT Inc. rules and regulations;
 - which is in 'line of sight' of other adults where this is possible;
5. ensure total impartiality between those under direction and supervision;
6. not engage in any inappropriate or suggestive conversation or remarks of a sexual, racial or derogatory nature;
7. be fair and considerate to all involved in coaching/training sessions;
8. not engage or allow others to become engaged in;
 - a. intimidating, abusive or humiliating initiation ceremonies of any type;
 - b. becoming domiciled in sleeping quarters wherein juveniles or juniors are also housed unless at least one other adult person is present at all times;
 - c. being involved in any aggressive, physically distressing or sexually provocative activity or inappropriate physical contact with juveniles;
 - d. sexually suggestive comment to or about a juvenile member;
9. at all times keep an 'open door' policy when conducting briefings, meetings and training sessions of juveniles.

Pistol NT Responsibilities

1. To provide an appropriate and adequate level of support and response to any member who reports any allegation or accusation of abuse of any nature, and to any member who is abused, (physically, mentally or psychologically) or is harassed, intimidated or threatened, or considers that they have been placed in such a position.
2. To ensure that information of any sort received or gathered is held and treated with the utmost confidence.
3. To treat all personnel involved in confidence, with impartiality and respect; providing, at all times, procedural fairness to all.
4. To ensure that all participants are able to adequately express their actions and considerations in a forum where 'natural justice' prevails.
5. To consider when police involvement is appropriate and warranted and act accordingly.
6. To inform the parents or guardians of a juvenile involved of the details of any proceedings and provide them an opportunity to make appropriate constructive comment relevant to the circumstances.

Child Abuse Indicators.

1. Bruising (single or multiple) or similar unexplained injury.
2. Visible and apparently untreated injury.
3. Differing accounts of the cause of bruising or injury.
4. Direct report of abuse or reference to same.
5. Descriptive reference to abuse to another child.
6. Inappropriate sexual behaviour or reference to same.
7. Attention seeking/distrustful/secretive.
8. Seeking indiscriminate or inappropriate adult affection.

All members should be cognisant of the above indicators.

Comment: A Northern Territory Police Check is current only for the date of issue.
A Working with Children assessment is valid for three years and can be updated or checked throughout that period.