



Community Protection Policy

The Hobart Real Tennis Club (HRTC) is committed to providing a safe and secure environment for the entire club community, including employees, members, visitors, volunteers, and particularly for children and other vulnerable people.

Aims

Our core expectations as a responsible organisation are to treat all people with fairness and dignity and to care for those who are less powerful and in need of nurture and protection.

This Community Protection Policy aims to reduce the risk of abuse occurring, and to ensure that a caring and appropriate response is taken should abuse occur.

Application

The HRTC Committee is committed to implementing this Community Protection Policy and to ensuring our employees, members, contractors and volunteers understand and implement its content and application.

All new employees and members will be issued with a copy of this policy. This policy applies to all employees, members, volunteers, contractors and visitors within HRTC or engaged by HRTC.

This policy will be reviewed annually by the HRTC Committee.

Definitions

Abuse can be one or more of, but is not restricted to, physical (including harassment or intimidation), financial, or emotional abuse (including bullying).

A *child* is any person under the age of 18.

A *volunteer* is any unpaid person over the age of 16 who is invited to assist in club activities.

Obligations

HRTC is committed to adhering to all relevant legislation, including specifically the Children, Young Persons and their Families Act 1997 and the Registration to Work with Vulnerable People Act 2013.

The HRTC Committee will actively encourage the maintenance of high standards of conduct at all times.

Professional employees will be carefully selected and screened with at least two prior referee checks. Professional employment will be dependent on a satisfactory police check and Working with Children registration, in accordance with Tasmanian legislation. Two employees or volunteers will be present whenever a child is being coached or supervised.

Reporting abuse

HRTC actively encourages the reporting of abuse and is committed to being an environment where a member feels able to report abuse. Details of those reporting abuse will be kept private and confidential.

Abuse should be reported to either the President or Vice-President of the Club, who will appoint an independent person to investigate and deal with any allegations.

Reasonable suspicions of abuse will be reported to the authorities and HRTC insurers.

Approved by the HRTC Committee

April 2018