



Hockey Australia Child Safety Progress Report for the National Office of Child Safety

November 2020

SECTION 1: IDENTIFYING THE INSTITUTION

Hockey Australia (HA) is a Victorian based national sporting organisation with 8 member associations across each state and territory (MAs).

SECTION 2: GENERAL REPORTING AGAINST RECOMMENDATIONS RELEVANT TO ALL INSTITUTIONS

Theme 1: Making institutions child safe

Measure 1.1:

Implementation of the National Principles for Child Safe Organisations / Child Safe Standards (or jurisdictional equivalent). This includes actions such as:

- developing or revising a Code of Conduct and ensuring staff and volunteer compliance,
- implementing and updating child safe policies and procedures,
- maintaining training for staff and volunteers on their child safety obligations and behavioural expectations, and
- maintaining risk management strategies for a child safe institution

Report:	Volumes 6 and 7
Recommendations:	6.4 – 6.6, 7.8
Key deliverables 2019 2020:	
<ul style="list-style-type: none"> • Development and endorsement of the Safe Hockey Code of Behaviour, the National Safe Hockey Policy Framework and the Safe Hockey Community Guidelines • Implementation of the National Safe Hockey Policy Framework • Planning for the implementation of the Safe Hockey Guidelines in 2021 • Development of the Safe Hockey website • Delivery of training for all HA and MA Boards and Staff across Australia • Delivery of training to high performance athletes 	

- Delivery of training to all coaches & managers of state and territory representative teams for under 13, 15 and 18 competitions across Australia
- Delivery of education to young athletes in state and territory representative teams for under 13, 15 and 18 competitions across Australia
- Embedding child safe practice in existing risk management strategies across HA and MA
Eg. development of the Safe Hockey Overnight Travel Guide for all coaches and managers traveling with young athletes to both minimise and mitigate risk and to provide an appropriate crisis response if required. Roll out in 2021.

Measure 1.2:

Improvements to institutional responding and reporting

- implementing and maintaining effective complaint handling policies and procedures in place that set out how the institution should respond to complaints of child sexual abuse,
- ensuring these policies and procedures are understood by children, staff, volunteers and families, and
- appropriate follow-up by the institution after a complaint is made informed by a risk assessment framework that prioritises the safety of children.

Report: Volumes 7

Recommendations: 7.7 and 7.8

Key deliverables 2019 2020:

- Implementation of the National Safe Hockey Policy Framework that includes a **Safe Responses** pillar – providing both expectations and processes for responding to risks, complaints and any disclosure, allegation or suspicion of harm or abuse of a child or young person.
- Development of the Safe Hockey Community Guidelines that provides accessible and simple processes to responding to concerns raised in relation to child safety that are tailored for a range of audiences including a version for young athletes, families, umpires and coaches and clubs and associations responsible for following up concerns raised.
These guidelines include the implementation of a Concerns Register that enables clubs and associations to monitor concerns raised, categorised as:
 - complaints (concerns not related to the safety of a child or young person)
 - low level concerns (concerns related to the safety or wellbeing of a child or young person but not a breach of the Code of Behaviour) and
 - reportable concerns (concerns that are related to the safety of a child or young person, is a breach or potential breach of the Code of Behaviour and is reportable to police and/or child protection authorities).
- Review and updates of HA and MA complaint management systems
- Establishment of the Safe Hockey website with tabs for specific cohorts that include relevant guidelines tailored to that specific audience and that will include an easy access online reporting system.
- Training for coaches, managers and staff regarding receiving a concern, responding appropriately, prioritising the safety of a child or young person and escalating it according to legal and policy obligations.

<ul style="list-style-type: none"> Education for young athletes in state and territory representative teams for under 13, 15 and 18 competitions across Australia highlighting their rights, the expected behaviour of adults in hockey and the process to take to raise their concerns. 	
<p>Measure 1.3: Institutions should implement the Royal Commission’s principles for records and recordkeeping to a level that respond to the risk of child sexual abuse occurring within institutions.</p>	
Report:	Volume 8
Recommendations:	8.1 and 8.4
<p>Key deliverables 2019 2020:</p> <ul style="list-style-type: none"> Implementation of the National Safe Hockey Policy Framework that includes a Safe Information pillar – providing both expectations and processes ensuring the safe storage and use of personal information, photos and images of children and young people. Development of the Safe Hockey Community Guidelines that provides accessible and simple processes to responding to concerns raised in relation to child safety that are tailored for a range of audiences including a version for young athletes, families, umpires and coaches and clubs and associations responsible for following up concerns raised. These guidelines include the implementation of a Concerns Register that enables clubs and associations to monitor concerns raised, categorised as: <ul style="list-style-type: none"> complaints (concerns not related to the safety of a child or young person) low level concerns (concerns related to the safety or wellbeing of a child or young person but not a breach of the Code of Behaviour) and reportable concerns (concerns that are related to the safety of a child or young person, is a breach or potential breach of the Code of Behaviour and is reportable to police and/or child protection authorities). Improvement of existing or implementation of effective incident reporting systems that require board oversight and analysis of trends. <p>Embedding of Royal Commission Record Keeping Principles in Safe Information Policy in next review.</p>	

SECTION 3: REPORTING AGAINST INSTITUTION-SPECIFIC RECOMMENDATIONS

Theme 1: Making institutions child safe	
Recommendation 14.1	Recommendation 14.1 All sport and recreation institutions, including arts, culture, community and hobby groups, that engage with or provide services to children should implement the Child Safe Standards identified by the Royal Commission.
Report:	Volume 14, Sport, recreation, arts, culture, community and hobby groups recommendations
<i>See Key Deliverables and Child Safety Achievements highlighted in sections 2 and 4.</i>	

SECTION 4: FURTHER INFORMATION AND ATTACHMENTS

HA and MA Child Safety Achievements Timeline:

Early 2019: HA endorsed a suite of Child Safe Policies and Procedures

Late 2019: HA partnered with child safety consultant Samantha Dellamarta to develop and deliver a National Child Safety Training Project and update the existing child safe policies.

The project included face to face delivery to over 800 young athletes, 100 coaches and managers, 200 board directors, staff and volunteers across Australia.

Mid 2020: HA endorsed a revised and updated suite of Child Safe Policies and Procedures titled the Safe Hockey Policy Framework available [here](#)

Late 2020: HA engaged child safety consultant Samantha Dellamarta as an ongoing SME partner to support HA and MAs with child safety related issues and the implementation of the National Safe Hockey Framework. Additionally, Samantha continued to provide support by through the development of the Safe Hockey Guidelines for community hockey clubs and associations.

These resources:

- were informed by a Club and Association Reference Group and a Young Athletes Reference Group made up of 12 young people from various states.
- are in final draft and will be made available online by the end of 2020.

Work to complete in 2021:

It is anticipated that the next phase of the implementation of the guidelines and education for community, including young athletes and families will commence in 2021.

Ongoing external support from Samantha Dellamarta is currently being considered for 2021, and would include:

- access to support and advice with any internal child safety issues that arise for HA and MAs;
- continuous policy review and updates in line with the newly established Sport Integrity Australia's impending release of a National Integrity Framework;
- HA and MA board and staff training for 2021; and
- an annual Organisational Analysis of compliance against the National Principles for Child Safe Organisations and, where applicable, the Victorian Child Safe Standards with recommendations for continuous improvement.