

Tennis New South Wales
Sydney Olympic Park
Tennis Centre
1 Rod Laver Drive
Sydney Olympic Park NSW
PO Box 6204
Silverwater NSW 1811
T +61 2 9024 7600
www.tennis.com.au/nsw

1. Introduction:

- 1.1 Tennis in Australia is governed under a federated model whereby each State/Territory has its own identity and governance structure which is identified in the Tennis Australia (**TA**) Constitution as a Member Association (**MA**)¹. Tennis New South Wales (**Tennis NSW**) is a member of TA.
- 1.2 Each MA is required to implement all National Policies and By-Laws as amended from time to time, including but not limited to the Anti-Doping Policy, the Anti-Corruption Program, the Member Protection Policy, the Safeguarding Children Code of Conduct and the Social Media Policy. Each MA must impose such Programs and Policies on its staff and members (who are, for the most part, tennis clubs, associations of tennis clubs, accredited tennis coaches and other state-based tennis industry bodies) and must ensure that its members do likewise to their members².
- 1.3 Tennis Australia (**TA**) and all Australian Tennis Organisations (**ATOs**) aim to provide children and young people with a welcoming, safe and inclusive tennis experience through an environment that promotes their physical, social and emotional wellbeing.
- 1.4 TA and all ATOs are committed to safeguarding children in our care and strive to ensure that children and young people feel safe and are protected from harm. Accordingly, TA expects all individuals to strive for the highest possible standards with respect to safeguarding children from abuse.
- 1.5 This report is an updated overview of Tennis NSW's 2019 Annual Progress Report into the implementation of Recommendations of the Royal Commission into Institutional Responses to Child Sexual Abuse.

2. Identifying the institutions

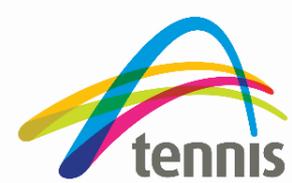
Organisation name: Tennis NSW Limited

Address: PO BOX 6204 Silverwater NSW 1811

CEO: Mr Lawrence Robertson, CEO Tennis NSW,
lawrence.robertson@tennis.com.au

¹ Tennis Australia's Constitution as at 2 April 2019 defines a Member Association as the controlling authority responsible for administering Tennis in each of the States and Territories of Australia.

² Tennis Australia Ltd Member Association Partnership Agreement – 2019/2020



Website: www.tennis.com.au

Organisational Category: National Sporting Organisation - Not for Profit

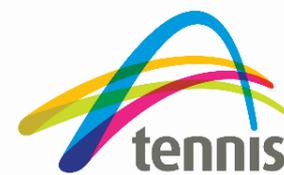
Contact: Hannah McLean, Head of Governance, Integrity & Risk
hannah.mclean@tennis.com.au

3. General reporting against recommendations relevant to all institutions

Measure 1.1: Implementation of the National Principles for Child Safe Organisations / Child Safe Standards (or jurisdictional equivalent) (Volumes 6, 7, Recommendations 6.4 – 6.6, 7.8).

- 3.1 Tennis NSW has continued to promote our commitment to ensuring our sport remains free from any form of child abuse and is committed to ensuring the sport of tennis is a safe and friendly environment for children and young people. Tennis NSW believes it is imperative that children and young people who access our activities, programs, events or services feel safe and supported.
- 3.2 In November 2020, Tennis NSW launched its Safeguarding Children 2021 Framework, which identifies the zero-tolerance approach to any form of child abuse in the sport. The Framework highlights the work that has already been done to ensure the safety of children in the sport and the plans to embed a holistic approach to child safety through awareness, culture and education.
- 3.3 Tennis NSW remains committed to ensuring that everyone involved with delivering tennis in New South Wales understands their responsibilities in relation to child safety, as well as the support that is available from Tennis NSW staff.
- 3.4 Leadership and governance arrangements within Tennis NSW seek to promote inclusive and welcoming environments for children and young people, as is done by the parent body TA. It is one of TA's strategic priorities to be world leading in a culture of well-being and inclusion. To achieve this, TA has created a Diversity and Inclusion team to assist the sport and organisation to be welcoming safe and inclusive of all people. Our commitment to this is described by CEO Craig Tiley: *"As a sport Tennis is unwavering in playing our part to ensure an inclusive society"*³. From leadership into grass roots participation, the focus of TA's strategies will make our sport more welcoming, safe and inclusive.
- 3.5 A key element to the National Principles for Child Safe Organisations is the development of child safe policies and procedures. In recognition of this, Tennis NSW has adopted the new and updated TA child safe policies, which has included:
 - a. Updating TA's Safeguarding Children Code of Conduct (**the Code**), which was approved in November 2020. This has been designed to protect the safety of children in an ATO's care and prevent all types of abuse from occurring and was developed to instill a practical sense of child safety in those bound by the Code and is part of Tennis' framework of ensuring a culture of child safety and protection exists within all levels of tennis in Australia.

³ Trans and gender diverse community guidelines launch on 1 October 2020.
<https://www.tennis.com.au/news/2020/10/01/community-guidelines-launched>



- b. TA's risk management strategies have included implementing a nationally consistent Coach and Official membership screening process and education which is undertaken by TA.
 - c. Tennis NSW has the support of TA's Integrity and Compliance Unit (TAICU) to assess and manage complaints made under the Member Protection Policy. The TAICU's workforce is diverse and therefore can address a variety of issues. This ensures all complaints are appropriately assessed in accordance with TA's national policies and provides for consistency in their assessment. Most importantly, where a report presents a risk to the safety and welfare of the complainant or others, TA has the ability to seek a provisional suspension of the individual in order to reduce the likelihood of further incidents and offer counselling support to the complainant and family.
- 3.6 Since the launch of TA's Safeguarding Children campaign in 2017, TA has continued to support Tennis NSW to promote resources to clubs, coaches, parents and volunteers. Member Protection Information Officer posters are available on the TA website to assist children and young people in identifying trustworthy adults within their Club and are promoted by Tennis Development Officers when visiting tennis facilities.
- 3.7 Tennis NSW will continue to collaborate with children and young people in relation to the ongoing enhancement of TA's child safety policies and procedures. Further information on this approach will be detailed in Section 4 – Children's Voices.
- 3.8 Education and awareness are critical to the success of Tennis NSW's Safeguarding Children 2021 Framework, providing our stakeholders with training and resources that will assist them in the interaction with children and young people. It is proposed that the rollout of the strategy to support this Framework will occur throughout 2021, in conjunction with the release of the TA National Child Safeguarding Strategy to be announced in March 2021.
- 3.9 Tennis NSW is further developing an internal compliance framework with reference to the Child Safe Standards to address any current or future gaps with respect of the implementation of those standards.
- 3.10 Finally, Tennis NSW joined the National Redress Scheme as a lone institution in late 2020 and was declared as joined on 25 December 2020. This followed the commitment made by Tennis NSW earlier in the year and its intention to take the lead on this as a MA and a preeminent sporting organisation in NSW. Tennis NSW remains committed to ensure redress is available to any victim of institutional abuse and has trained staff ready to ensure the smooth administration of the scheme.

Measure 1.2: Improvements to institutional responding and reporting (Volume 7, Recommendations 7.7 and 7.8).

- 3.11 Tennis NSW continues to acknowledge the importance of maintaining robust complaint handling policies and procedures and adopts the TA national policies, including TA's Member Protection Policy. Tennis NSW continues to take advantage of the following TA initiatives:
- a. online learning packages which is embedded in staff onboarding processes.
 - b. third party 24-hour 7-day a week independent complaint reporting line.



- 3.12 Tennis NSW has also recruited a new position, Head of Governance, Integrity & Risk. This position has taken the lead on the child safeguarding framework and strategy, working closely with the Tennis NSW CEO and Board, and the TA Integrity team to ensure the roll-out of the national strategy and compliance matters.

Measure 1.3: Improvements to recordkeeping and information sharing (Volume 8, Recommendations 8.1 and 8.4):

- 3.13 Tennis NSW is working to improve our Complaints Management System's reporting capabilities particularly as it relates to child safety.
- 3.14 Tennis NSW has worked closely with the Office of the Children's Guardian and the Office of Sport in developing its Framework and will continue to do so to build recordkeeping and information sharing capabilities.

4 Children's Voices

Measure 2.1: Children participate in decisions that affect them (Volume 6, Recommendations 6.5 and 6.6).

- 4.1 In 2016, TA developed a collection of policies and procedures that adhered to the national and state legislative obligations. The TA safeguarding framework was audited by the Australian Childhood Foundation. As a result of this process, TA were able to establish a robust safeguarding children framework.
- 4.2 In 2018, Tennis NSW re-established a Youth Advisory Group (YAG). The YAG is designed so that young people are able to express their views and are provided opportunities to participate in decisions that affect their lives. Through the YAG, the Tennis NSW Board and Management team are able to receive direct input from youth on issues of importance to them relating to tennis in the most interactive and effective way possible. Tennis NSW also has its Future Leaders Program, which was established in 2016 and provides opportunities, education and support for young people to become leaders, undertake volunteer roles and have a voice in their local tennis communities. The Future Leaders program recognises the importance of friendships and support from peers is encouraged, connecting young people of different backgrounds and experiences across NSW, helping children feel safe and less isolated.
- 4.3 Tennis NSW is continuing to develop ways to embed the voice of children and young people into its local policies where necessary. It has the advantage of TA's substantial work in 2020, who has recognised key stakeholders within the tennis community and taken the time to understand their perspectives and involved them in the planning and implementation of child safe behaviours, practices and procedures.

5 Reporting against institution specific recommendations

Sport, recreation, arts, cultural community and hobby groups (Volume 14, Recommendation 14.1)



- 5.1 Recommendation 14.1 states “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.” Based on this, Tennis NSW is included in the above Recommendation.

- 5.2 Encompassing all of the points made in this report, Tennis NSW stands alongside TA who has committed to implement the National Principles in a variety of contexts. TA acknowledges that the adoption of these standards is a continuous journey towards creating a safer culture for children.