



KIROI ACADEMY CHILD SAFEGUARDING POLICY

Review Date: January 2026

Approved by: Kiroi Academy Management

1. RATIONALE & PURPOSE

Kiroi Academy is deeply committed to the **safety, wellbeing, and empowerment** of all children and young people.

We uphold a **zero-tolerance approach** to all forms of child abuse, harm, misconduct, or neglect.

Our priority is to ensure that every child in our programs:

- feels safe, valued, respected, and heard
- has their rights upheld at all times
- can participate in a supportive and empowering environment
- is protected physically, emotionally, and psychologically

Safeguarding is a shared responsibility. All Kiroi Academy personnel—management, coaches, staff, volunteers, parents, and gymnasts—must understand their obligations and commit to maintaining a safe environment.

We work in partnership with families and our community to ensure the safety and wellbeing of every child.

2. CONTEXT

Kiroi Academy is committed to full compliance with:

- **Gymnastics Australia Safeguarding Children & Young People Policy**
- **Gymnastics Victoria Child Safe Standards & Member Protection requirements**
- **Victorian Child Safe Standards**
- **National Integrity Framework**

Key safeguarding principles adopted by Kiroi Academy include:

- Zero tolerance for child abuse.
- All allegations and safety concerns will be taken seriously and addressed promptly.
- Mandatory reporting obligations will be followed rigorously.
- Risks will be identified early and reduced or eliminated wherever possible.
- All children will be supported, respected, and protected—regardless of ability, age, gender, cultural background, or disability.
- A current **Working With Children Check (WWCC)** is required for all staff and volunteers.
- Parents, volunteers, and community members must uphold the Child Safe Standards in all interactions with children.

3. POLICY GUIDELINES



3.1 Responsibilities of Kiroi Academy Management

Kiroi Academy Management will:

- Maintain ongoing compliance with GA, GV and legislative Child Safe Standards.
- Ensure regular training, discussion, and review of child safety matters.
- Maintain clear policies, procedures, and reporting pathways.
- Employ only those staff who meet all safeguarding requirements.
- Ensure all recruitment processes include child safety screening and reference checks.
- Provide a designated **Child Safety Officer** for staff, gymnasts, and families.
- Require all management members to complete:
 - Play by the Rules – Child Protection & Safeguarding
 - Play by the Rules – Harassment & Discrimination
 - National Integrity Framework modules
 - Child Safeguarding in Sport Induction
 - Anti-Doping Fundamentals (as applicable)
- Require all management members to hold a **current WWCC or VIT registration**.

3.2 Gymnasts

Kiroi Academy empowers gymnasts to participate in decisions affecting their experience, safety, and wellbeing.

The Academy will:

- Ensure gymnasts know who they can speak to if they feel unsafe or have concerns.
- Promote diversity, inclusivity, and respect across all programs.
- Celebrate culturally significant events and acknowledge diverse backgrounds.
- Place gymnasts in programs appropriate for their level, needs, and developmental stage.

3.3 Coaches & Volunteers

Coaches and volunteers must:

- Abide by the Kiroi Academy Code of Conduct.
- Hold a valid **WWCC or VIT**.
- Maintain relevant coaching qualifications or be actively working toward them under supervision.
- Complete First Aid & CPR training opportunities provided by the Academy.
- Participate in regular internal meetings where safeguarding is a standing agenda item.
- Complete safeguarding training as required by GA, GV, and KA.
- Follow all safeguarding policies, procedures, and reporting frameworks.



- Participate in a formal induction before commencing duties.

The Academy will continue to train and support coaches to identify, prevent, and respond to child safety risks.

3.4 Allegations, Concerns & Complaints

All allegations and concerns relating to child safety will be taken seriously and addressed promptly.

The **Gymnastics Victoria Child Safety Policy** and Victorian Child Safe Standards guide all investigative processes.

Everyone must report concerns if they have a **reasonable belief** that something is not right.

A reasonable belief may arise from:

- A child making a disclosure
- Observing behaviour consistent with abuse
- Observing concerning or suspicious conduct
- Hearing reports or concerns from another child or adult
- Noticing changes in behaviour or signs of distress

Reports must be made to the **Kiroi Academy Child Safety Officer**, who will guide all next steps.

The Academy has legal and moral obligations to contact authorities when a child is at risk.

4. PRIVACY

All information related to allegations, disclosures, or investigations is handled with strict confidentiality.

Information may be shared **only when necessary** for:

- Child safety
- Mandatory reporting
- Legal obligations
- Preventing harm

Privacy will always be respected unless there is a risk to a child's wellbeing.

6. CHILD SAFE STATEMENT

Kiroi Academy affirms:

- We are committed to the safety, wellbeing, and empowerment of all children and young people.
- We have zero tolerance for child abuse.
- We commit to providing an environment where children feel safe, respected, and heard.
- Every person involved at Kiroi Academy has a responsibility to uphold the Child Safe Standards.
- Child safety is at the forefront of all decisions we make.