

ICC

TABLE TENNIS ACADEMY

20 CAMBRIDGE ST, BOX HILL VIC 3128

OPEN 7 DAYS A WEEK



MAKING CHAMPIONS ON AND OFF COURT...



ICC Table Tennis Pty Ltd – Child Safe Policy

1. Purpose

This policy sets out the strong and ongoing commitment of ICC Table Tennis Pty Ltd (the “Academy”) to child safety and provides a clear outline of the policies and practices we have developed to ensure that all children and young people participating in our programs are safe from harm, including abuse.

2. Commitment to Child Safety

- All children and young people who engage with the Academy have a right to feel and be safe.
- The welfare of children and young people in our care is our highest priority. We adopt a zero-tolerance approach to child abuse.
- We endeavour to provide a child-safe and child-friendly environment where children feel safe, supported and empowered, and where our activities are conducted in the best interests of children.
- We are committed to ensuring that all staff, coaches, volunteers, contractors and participants understand and adhere to our child-safe values.

3. Scope and Application

This Policy applies to all individuals involved in the Academy’s operations, including but not limited to:

- Directors, employees and board members of ICC Table Tennis Pty Ltd
- Coaches (including visiting or contract coaches)
- Volunteers and committee members
- Participants (including visiting players)
- Parents, guardians and carers
- Spectators and other persons attending our programs or facilities

Each person to whom this policy applies has a role and responsibility for child protection. They must:

- Understand the indicators and risks of child abuse;
- Act appropriately on any concerns raised by or about children;
- Follow all relevant laws, regulations and relevant child-safety standards and guidelines.

4. Definitions of Child Abuse

Child abuse can take many forms, including but not limited to:

- Physical abuse
- Sexual abuse





- Emotional or psychological abuse

- Neglect

The Academy is committed to reducing the risk of harm from any form of abuse, recognising that abuse can occur wherever there is potential or actual harm to a child.

5. Children's Rights to Safety, Participation and Voice

- We encourage children and young people to express their views on matters affecting their safety and participation.
- We actively listen to and act on concerns raised by children, young people or their parents/guardians.
- We provide children with information about how they can raise concerns if they feel unsafe, and ensure they are aware of their rights to be heard.

6. Valuing Diversity and Inclusion

- The Academy values diversity and rejects all forms of discrimination.
- We promote the cultural safety, participation and empowerment of Aboriginal and Torres Strait Islander children and their families.
- We promote the cultural safety, participation and empowerment of children from culturally and linguistically diverse backgrounds, children with a disability and children who are gender diverse.
- We strive to ensure our programs and recruitment practices are inclusive and supportive of this diversity.

7. Recruitment, Screening and Training

- The Academy ensures best-practice processes in the recruitment and screening of staff and volunteers working with children. This may include:
 - Interviewing all staff/volunteers;
 - Checking referees or nomination by persons who know the applicant;
 - Verifying working with children checks (or equivalent) for roles with child contact;
 - Considering police checks where relevant (e.g., overnight travel or one-on-one unsupervised contact);
 - Maintaining records of checks and ensuring they are current.
- The Academy provides training and supervision to coaches, volunteers and staff in child-safety awareness and the obligations under this policy.

8. Code of Conduct



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- The Academy maintains a Code of Conduct (separate) that sets out expected standards of behaviour for all staff, volunteers, coaches, participants and spectators.
- All individuals must abide by the Code of Conduct, and failure to do so may result in disciplinary action, termination of engagement or removal from the facility/club.

9. Reporting and Responding to Child Safety Concerns

- The Academy has appointed Child Safety Officers (or equivalent) responsible for receiving, managing and responding to any concerns or complaints relating to child safety.
- All concerns are taken seriously, documented and acted upon in line with the Academy's incident/complaint management procedures.
- Where appropriate, the concern may be reported to relevant statutory or regulatory bodies (for example, police, child protection, or equivalent) in accordance with mandatory reporting obligations.
- We will ensure children, young people and their families know how to lodge a complaint or concern, and that they are treated with respect and confidentiality.

10. Risk Management

- The Academy adopts a proactive risk-management approach to minimise the potential for child abuse or harm.
- Adults involved in the Academy should avoid unsupervised one-on-one contact with children, overnight stays, isolated travel, or inappropriate physical contact when coaching or managing children.
- Facilities, transport, equipment and activity plans are reviewed regularly to identify and mitigate risks to children.

11. Review and Continuous Improvement

- This Child Safe Policy will be reviewed at least every two years, or more frequently if required (for example following an incident, change in legislation or best practice).
- We welcome input from children, young people, parents/guardians, staff and volunteers to inform improvements to our child-safe practices.

12. Approval and Endorsement

This policy was approved by the Directors of ICC Table Tennis Pty Ltd on 26 October 2025 and will be communicated to all members, staff, volunteers, coaches and stakeholders.

Hari Prasad, Child Safety Officer
26 October 2025



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