



Cumberland

Cumberland Country Golf Club Ltd.

A.B.N. 12 000 046 766

248 Old Prospect Road,
Greystanes NSW 2145

P.O. Box 176
Pendle Hill NSW 2145

Phone: (02) 9631 0688

Fax: (02) 9688 3714

Email: admin@cumberlandgolf.com.au

Statement of Commitment to Child Safety Cumberland Country Golf Club is committed to child safety and ensuring that all children and young people who participate in our activities have a safe, inclusive, and enjoyable experience. We have a zero-tolerance approach to child abuse and take all allegations and concerns seriously. We are committed to the protection, wellbeing, and empowerment of all children, including those with diverse needs and backgrounds. Our staff, volunteers, and members uphold our commitment by adhering to child-safe policies and practices at all times, in accordance with the **NSW Child Safe Standards**. To keep children safe, we commit to:

- implementing the [10 Child Safe Standards](#)
- providing a safe and supportive environment for all children
- making sure that children are not exposed to any form of harmful conduct or abuse
- empowering children to participate in decisions that affect them and share any concerns they may have
- making sure children know who to approach if they feel unsafe or have any child safety concerns.

As a child safe organisation, we commit to:

- educating everyone involved in our organisation about what it means to be a child safe organisation, so that we can prevent, detect and effectively respond to child abuse
- making sure everyone involved in our organisation knows how to appropriately respond to complaints, allegations, disclosures and breaches to our Child Safe Code of Conduct
- welcoming feedback to continuously improve our child safe policies, procedures and practices
- making sure that when family and community members interact with our organisation, they are aware that child safety is everyone's responsibility, and their behaviour aligns with our child safe practices.



Cumberland

Cumberland Country Golf Club Ltd.

A.B.N. 12 000 046 766

248 Old Prospect Road,
Greystanes NSW 2145

P.O. Box 176
Pendle Hill NSW 2145

Phone: (02) 9631 0688

Fax: (02) 9688 3714

Email: admin@cumberlandgolf.com.au

Child Safe Policy

1. Purpose This policy outlines Cumberland Country Golf Club's commitment to child safety and the procedures in place to ensure the protection of children and young people within our club, in alignment with the **NSW Child Safe Standards**.

2. Scope This policy applies to all employees, volunteers, members, contractors, and any other individuals associated with Cumberland Country Golf Club.

3. Child Safety Principles

- Uphold the best interests of children in all decision-making.
- Ensure children feel safe, heard, and respected.
- Take all allegations of child abuse seriously and respond promptly.
- Promote cultural safety for Aboriginal and Torres Strait Islander children and children from diverse backgrounds.
- Implement robust procedures for recruitment, screening, training, and supervision of staff and volunteers.
- Regularly review and update child safety practices in line with **NSW Child Safe Standards**, legal obligations, and best practices.

4. Reporting and Response All concerns regarding child safety must be reported to the Club's Child Safety Officer, who will take appropriate action in line with **NSW Child Safe Standards** and legal requirements.

Child Safe Code of Conduct All staff, volunteers, and members of Cumberland Country Golf Club must:

- Prioritise the safety and wellbeing of children at all times.
- Treat all children and young people with respect and dignity.
- Listen to children and take their concerns seriously.
- Not engage in inappropriate physical or verbal interactions with children.
- Not develop relationships that could be deemed exploitative or abusive.
- Report any concerns about child safety immediately in accordance with **NSW Child Safe Standards**.
- Maintain appropriate boundaries when interacting with children.
- Comply with all child safety policies and procedures.

Breaches of this Code of Conduct may result in disciplinary action, including termination of employment or membership.



Cumberland

Cumberland Country Golf Club Ltd.

A.B.N. 12 000 046 766

248 Old Prospect Road,
Greystanes NSW 2145

P.O. Box 176
Pendle Hill NSW 2145

Phone: (02) 9631 0688

Fax: (02) 9688 3714

Email: admin@cumberlandgolf.com.au

Child Safe Reporting Policy

1. Purpose This policy establishes the procedures for reporting concerns related to child safety, ensuring compliance with the **NSW Child Safe Standards**.

2. Reporting Obligations

- Any concerns, disclosures, or allegations of child abuse must be reported to the Club's Child Safety Officer.
- If a child is in immediate danger, emergency services must be contacted (000).
- Reports should also be made to relevant child protection authorities as required by law and **NSW Child Safe Standards**.

3. Confidentiality and Protection

- Reports will be handled sensitively and confidentially.
- Individuals making a report in good faith will be protected from retaliation.
- The Club is committed to supporting any child or individual affected by abuse allegations.

Child Safe Recruitment, Induction and Training Policy

1. Purpose This policy ensures that all individuals engaged with Cumberland Country Golf Club meet child safety standards in accordance with the **NSW Child Safe Standards**.

2. Recruitment

- All staff and volunteers must undergo background checks, including Working With Children Checks (WWCC), as required under **NSW legislation**.
- Interviews must include child safety-related questions to assess suitability.

3. Induction and Training

- All new staff and volunteers must complete child safety training before commencing their roles.
- Ongoing child safety training will be provided to ensure compliance with policies, best practices, and **NSW Child Safe Standards**.
- Supervisors must ensure that child safety responsibilities are clearly communicated and understood.

Child Safe Risk Management Plan

1. Purpose This plan identifies, assesses, and mitigates risks related to child safety within Cumberland Country Golf Club in alignment with the **NSW Child Safe Standards**.

2. Risk Identification and Mitigation

Risk	Mitigation Strategy
Unscreened personnel working with children	Ensure all staff and volunteers undergo background checks (WWCC) as required under NSW legislation .
Inappropriate interactions between adults and children	Implement clear guidelines for interactions and enforce the Child Safe Code of Conduct in accordance with NSW Child Safe Standards .
Lack of awareness about child safety	Provide regular training sessions on child safety policies, reporting obligations, and NSW Child Safe Standards .
Child abuse allegations	Establish clear reporting mechanisms and support structures for victims, ensuring compliance with NSW Child Safe Standards .
Online safety risks	Ensure communication with children via digital platforms follows club guidelines, is monitored appropriately, and aligns with NSW Child Safe Standards .

3. Monitoring and Review

- This risk management plan will be reviewed annually to assess effectiveness and ensure compliance with **NSW Child Safe Standards**.
- Any incidents or near misses will be analysed to improve child safety measures

Cumberland Country Golf Club is dedicated to ensuring the safety and wellbeing of all children and young people engaged in our activities. Through these policies and our collective commitment, we will maintain a child-safe environment for our community in alignment with **NSW Child Safe Standards**.



Andrew Laplain CCM
CEO