



HOBSONS BAY
CHESS CLUB
EST. 1974

CHILD SAFE POLICY

Host Club: Hobsons Bay Chess Club (HBCC)

Version: 1st May 2026



1. HBCC COMMITMENT TO CHILD SAFETY

1.1 Parties

Hobsons Bay Chess Club is committed to providing a safe, inclusive, and welcoming environment for all children and young people. We prioritise their safety and wellbeing in every activity, decision, and interaction. The Club has zero tolerance for child abuse, bullying, grooming, or any behaviour that compromises a child's physical or emotional safety.

2. Scope

This policy applies to:

- Committee members
- Volunteers
- Coaches and tournament officials
- Adult members
- Visitors participating in Club activities
- Any person engaged by the Club in a paid or unpaid capacity

3. Our Child Safe Principles

The Club upholds the following principles:

- Children have the right to feel safe, respected, and heard
- Child safety is everyone's responsibility
- Risks to children's safety are identified, managed, and reduced



- Diversity is respected, including cultural background, disability, gender identity, and family circumstances
- Parents and carers are valued partners in supporting child safety

4. Code of Conduct for Adults Working With Children

All adults involved with the Club must:

- Treat children with respect, fairness, and patience
- Use positive and age-appropriate language
- Maintain appropriate physical and emotional boundaries
- Ensure interactions with children occur in open, observable spaces
- Avoid one-on-one private situations wherever possible
- Never engage in behaviour that could be perceived as grooming, favouritism, or intimidation
- Report any concerns or breaches immediately to the Committee

Adults must **never**:

- Use abusive, aggressive, or discriminatory language
- Initiate physical contact except where necessary for safety
- Transport a child alone unless pre-approved by a parent or guardian
- Communicate privately with a child via social media, messaging apps, or personal email
- Photograph or film children without parental consent



5. Working With Children Checks (WWCC)

The following individuals must hold a valid WWCC:

- Committee members
- Coaches and trainers
- Tournament directors and arbiters
- Volunteers assisting with junior programs
- Any adult regularly working with or supervising children

The Club will maintain a register of WWCC status and expiry dates.

6. Managing Risks to Children

The Club will:

- Ensure all junior activities occur in open, visible spaces
- Provide appropriate supervision during coaching sessions, tournaments, casual play, and events
- Maintain clear sightlines so interactions between adults and children can be easily observed
- Ensure safe drop-off and pick-up procedures
- Review risks annually or after any incident

7. Use of Images and Social Media

The Club recognises that photographs and videos are a normal and positive part of community sport and chess activities. Images help celebrate participation, promote the



Club, and keep families connected. The Club supports the use of images in a way that is respectful, safe, and consistent with family expectations.

7.1 Consent

- The Club operates on implied consent for photography when families attend Club activities, events, and tournaments.
- In the event of tournaments, parents or guardians must inform the organiser before the event begins if they do not want their child to be photographed.
- Parents may update or withdraw consent at any time, and the Club will respect this promptly.

7.2 Safe and Respectful Image Use

The Club will:

- Use images that are positive, respectful, and appropriate for a junior audience.
- Avoid naming children unless it is reasonable, expected, and appropriate in context — for example, announcing winners or acknowledging achievements.
- Avoid posting images that show children in distress, unsafe situations, or in ways that could cause embarrassment.
- Use group photos where practical, while still allowing individual photos when appropriate.

7.3 Photography at Club Activities

- Parents, carers, and spectators may take photos of their own children.
- Photos of other children may be taken if the situation is normal, respectful, and no parent objects.
- The Club may restrict photography during specific events if required for fairness, safety, or privacy.



7.4 Social Media Use

- The Club may share images on official platforms (e.g., website, Facebook, Instagram) to celebrate participation and promote Club activities.
- Adults must obtain consent from a parent or guardian before posting identifiable images of other people's children on personal social media.
- If any parent or guardian requests an image be removed, the Club will do so promptly and without question.

7.5 Storage and Security

- Images taken by the Club will be stored securely and accessed only by authorised Committee members.
- Images will not be kept longer than necessary for Club purposes.

7.6 Children's Rights

Children have the right to:

- Decline being photographed or filmed at any time.
- Ask for an image of themselves to be removed from Club platforms.
- Have their privacy and dignity respected.

8. Reporting Child Safety Concerns

All members and volunteers must report:

- Suspected child abuse
- Concerning behaviour by an adult or child
- Breaches of this policy



- Situations where a child appears unsafe or distressed

Reports can be made to:

- The Club President
- The Club Secretary
- Any Committee Member

If a child is in immediate danger, call emergency services.

The Club will:

- Take all reports seriously
- Respond promptly and sensitively
- Escalate matters to relevant authorities when required
- Maintain confidentiality except where disclosure is legally required

9. Participation and Empowerment of Children

The Club encourages children to:

- Speak up if they feel unsafe or uncomfortable
- Contribute ideas about making the Club safer
- Approach trusted adults within the Club when they need help

We will provide age-appropriate information about safety, behaviour expectations, and who to talk to.



10. Communication With Families

The Club will:

- Communicate policies clearly to parents and carers
- Operate on implied consent for participation, photography, and transport unless a parent or guardian advises otherwise.
- Encourage families to raise concerns or suggestions
- Provide transparent information about programs and supervision

11. Review of Policy

This policy will be reviewed:

- Every two years
- After any child safety incident
- When legislation or Child Safe Standards change

Updates will be communicated to all members.