



## Radio & Electronics Association of Southern Tasmania Incorporated (REAST)

### Working with Vulnerable People Policy (formerly the REAST Child Protection Policy)

#### Preamble

REAST's purpose is the encouragement, development and education of radio communication and electronics techniques in all its forms with special reference to licensed radio amateurs. This purpose and associated activities will involve vulnerable people and REAST is committed to providing an environment that is safe for participation in these activities.

All organisations have the responsibility to provide a safe environment for associated activities, not only to reduce the potential for injury but also to meet legal requirements under "duty of care". On this basis all vulnerable people including children should be free to participate without undue exposure to the risk of injury, abuse or unacceptable behaviour.

The protection of vulnerable people including children and the proper reporting of allegations has become a major social justice issue. When raised, the topic of child sexual abuse often stirs much unease within organisations. Knowledge followed by action is the best solution to these reactions. By understanding the underlying nature of these criminal offences and identifying situations in which a vulnerable person, including children, may be placed at risk, an organisation is able to design intervention safeguards that are specifically tailored to the organisation's needs.

#### Definition/Interpretation

**Abuse** in this policy has the same interpretation as that specified in the *Children, Young Persons and Their Families Act 1997* section 3(1) as updated from time to time, namely:

**"abuse or neglect"** means –

(a) sexual abuse; or

(b) physical or emotional injury or other abuse, or neglect, to the extent that –

(i) the injured, abused or neglected person has suffered, or is likely to suffer, physical or psychological harm detrimental to the person's wellbeing; or

(ii) the injured, abused or neglected person's physical or psychological development is in jeopardy –

**Child/Young Person/Youth** means person under 18 years of age;

**Parent/Guardian/Carer** means the person who has legal responsibility for the vulnerable person;

**Unacceptable Behaviour** - The following are examples of unacceptable behaviour

- placing self or other person in unsafe circumstances;
- abusive comments including put downs, bullying and sexist comments;
- criticism without constructive comment;
- coarse language;
- aggressive, physically distressing or sexually provocative activity;
- sexually suggestive comments about or to a vulnerable person;
- inappropriate or intrusive touching of a vulnerable person.

**Vulnerable person** in this policy has the same interpretation as that specified in the *Registration to Work with Vulnerable People Act 2013* section 4 as updated from time to time, namely:

vulnerable person means –

- (a) a child; or
- (b) an adult in respect of whom a regulated activity is provided.

Regulated activities are defined in section 4A of the above Act:

#### 4A. Categories of registration

- (1) For the purposes of this Act, the following are the categories of registration:
  - (a) child-related activity;
  - (b) vulnerable adult-related activity;
  - (c) child and vulnerable adult-related activity;
  - (d) child and vulnerable adult-related (NDIS endorsed) activity;
  - (e) a category of activity or service prescribed by the regulations as a category of registration.
- (2) For the purposes of this Act, an activity or service may be prescribed, or determined, in respect of a category of registration.
- (3) An activity or service may only be prescribed, or determined, in respect of –
  - (a) the category of registration referred to as child-related activity – if the activity or service relates to or involves a child; or
  - (b) the category of registration referred to as vulnerable adult-related activity – if the activity or service relates to or involves an adult who is a vulnerable person; or
  - (c) the category of registration referred to as child and vulnerable adult-related activity – if the activity or service relates to or involves a vulnerable person other than an NDIS participant; or
  - (d) the category of registration referred to as child and vulnerable adult-related (NDIS endorsed) activity – if the activity or service relates to or involves an NDIS participant; or
  - (e) a category of activities or services prescribed by the regulations as, or determined under section 7A in respect of, a category of registration – if the activity or service relates to or involves a vulnerable person.

## Policy

- REAST will not tolerate the injury, abuse or unacceptable behaviour of anyone, especially to vulnerable people.
- This Working with Vulnerable People Policy is about minimising risk exposure and conveys a message to members and prospective members, engaging in Association activities, particularly those involving members and vulnerable people. All members, especially those organising activities, have a responsibility to consider and provide a safe environment and safeguards dedicated to the well being of members and vulnerable people.
- The injury or abuse of vulnerable people participating in Association activities, is not acceptable and REAST encourages all incidents of such injury and abuse to be reported immediately to the appropriate authority.

## Safeguards

1. Vulnerable person membership including youth membership of REAST. requires that the proposer and seconder each take personal responsibility for the technical development and welfare of the vulnerable person whether they are a member or not.
2. Parental/guardian/carer approval in writing must be given for vulnerable persons involvement in REAST activities whether they are members or not. Particular activities involving travel or nights away from home must be given separate parental/ guardian/ carer approval. Preferably this will be in writing. If verbal it is to be diarised. The nature of the activity and the circumstances, eg. travel and accommodation arrangements, must be made clear to the parent/ guardian/ carer.
3. One on one (adult / vulnerable person) situations should be minimised. Where they do occur, eg. Targa Tasmania deployments, training, Jamboree on the Air / Internet (JOTA/JOTI) then modest and non-intrusive behaviour must be maintained. The organiser of activities where such situations may arise, or other situations where adult members may be in close contact with vulnerable person members or other vulnerable persons erg. JOTA / JOTI, must satisfy the REAST Committee that the members concerned are fit to carry such responsibility.
4. Unless the member is the parent/ guardian/ carer of the vulnerable person member, the committee has the option to ask a member or non-member to register for a Working with Vulnerable People check at:  
<https://www.cbos.tas.gov.au/topics/licensing-and-registration/registrations/work-with-vulnerable-people>. Evidence of this registration being successfully completed will need to be shown to a REAST committee member prior to the event.

## **Expected Member Behaviour**

All members participating in activities that involve vulnerable persons and/or youth members are expected to:

- show respect to all other members and non-members;
- keep themselves safe and look out for the safety of others, especially vulnerable persons, youth or other inexperienced members;
- accurately report inappropriate behaviour or risky situations to the appropriate authority;
- respond to vulnerable person members' concerned about alleged abuse;
- ensure the rights and responsibilities of vulnerable persons and youth members are upheld;
- report suspected abuse to the appropriate authority;
- not abuse members physically, emotionally or sexually; and,
- maintain confidentiality about sensitive information.