

# Nomad Child Safe Policy

Last Update: 14/8/2025

## 1. Nomad Child Safe Commitment

Nomad is committed to the safety and well-being of children. All staff, contractors, and service providers must be aware of and adhere to this Child Safe Policy to ensure child safety is upheld across all aspects of our work.

Nomad has zero tolerance for child abuse and neglect in any form and upholds children's rights to participate in bouldering in a safe, positive, and inclusive environment.

This policy aligns with Sport Integrity Australia's Safeguarding Framework and outlines the processes and procedures to ensure children's safety.

Guiding Principles:

- Recognize children's rights and interests.
- Build and maintain a child-safe culture and environment.
- Zero tolerance of abuse or harm to children.
- Ensure all staff comply with relevant child protection requirements.

This policy is available to all staff and the public via the Nomad Work App (e.g., Connecteam).

## 2. Policy Overview

### 2.1 Introduction

Nomad, as a leading bouldering gym in Australia, interacts with children through:

- Youth Programs
- Holiday Programs
- Sport Climbing Australia/NSW initiatives

Nomad is responsible for creating a culture that prioritizes child safety.

### 2.2 Scope

This policy applies to:

- All Nomad employees (full-time, part-time, casual).
- Shareholders, contractors, and consultants.
- Third-party service providers delivering programs involving children.

This policy is integrated into all other Nomad policies and programs to ensure child safety is prioritized.

## 3. Child Safe Code of Conduct

### 3.1 Expected Behavior

All Nomad staff must:

- Treat children with respect and act in their best interest.
- Follow the Nomad Child Safe Code of Conduct (Appendix 1).
- Ensure another adult is present when working with children whenever possible.
- Report all concerns or suspicions of harm or abuse immediately.

### 3.2 Unacceptable Behavior

Staff must NOT:

- Engage in private online communication with children.
- Use language or behavior that is inappropriate, harassing, or abusive.
- Take photographs/videos of children without proper consent.

## **4. Accountability & Responsibilities**

### 4.1 Human Resources

- Hiring: Ensure child-related roles include child safety criteria in recruitment.
- Working with Children Checks (WWCC):
  - All staff in child-related roles must maintain a valid WWCC.
  - Non-compliance will be escalated to the Program Director and General Operations Manager.
  - Nomad will track and monitor WWCC status.

### 4.2 Training & Compliance

- All Nomad staff in non child facing roles must complete child safety training within 3 months of employment.
- All coaches in child facing roles must undertake WWCC and module compliance before employment can commence.
- Staff engaging in direct coaching or on desk during coaching hours must have all checks completed prior to undertaking work that requires direct contact with children.
- Refresher training is required every 2 years.
- Child-related staff must complete additional specialized training.

### 4.3 Performance Management

- Child safety compliance is part of performance reviews.
- Any staff failing to meet child safety obligations will face corrective action or termination.

## **5. Reporting & Complaint Management**

### 5.1 Reporting Child Abuse

- Any staff member who suspects or becomes aware of child abuse or neglect must immediately report it to [emma@nomadbouldering.com.au](mailto:emma@nomadbouldering.com.au) and [abigail@nomadbouldering.com.au](mailto:abigail@nomadbouldering.com.au).
- If either contact is involved in the report, escalate to General Operations Manager.
- Nomad will notify police and child protection authorities as required by law.
- Staff must comply with state-mandated reporting laws (Appendix 2).

### 5.2 Making a Child Safe Complaint

- Staff and community members can report concerns via email or phone.
- Complaints are handled using a trauma-informed approach.
- Nomad is committed to protecting whistleblowers from retaliation.

## **6. Child Safe Practices**

### 6.1 Supervision of Children

- Children must be actively supervised in all Nomad programs.
- One-on-one interactions with children must be avoided whenever possible.

### 6.2 Photography & Video

- Written consent from the child and guardian is required before capturing images.
- Images must be dignified and appropriate.
- No personal information about children should be published alongside images.

### 6.3 Online Communication with Children

- Online communication should be strictly professional and only when necessary.
- Parents/guardians must be copied on all online interactions.
- No private messaging is allowed.

#### 6.4 Physical Contact

- Physical contact must be appropriate to coaching, first aid, or medical services.
- Inappropriate contact includes overly physical interactions, corporal punishment, or unwarranted touching.

### 7. Information Management

- Nomad will handle personal information in accordance with:
  - The Privacy Act 1988.
  - Child protection and discrimination laws.
- Child safety reports will be securely stored and shared only with authorized parties.

### 8. Review & Continuous Improvement

- This policy will be reviewed every year to align with:
  - Sport Integrity Australia guidelines.
  - Legislative changes.
- Staff and parent feedback will be incorporated into updates.

### Appendices

- Appendix 1: Nomad Child Safe Code of Conduct
- Appendix 2: Mandatory Reporting & Failure to Report Legislation