

CrossFit King child and youth risk management strategy

1. STATEMENT OF COMMITMENT

Mission Statement

CrossFit King's mission is to create a safe and supportive community and environment where, through the highest standards of programming, teaching, and coaching we can assist our members to achieve their health and fitness goals.

As part of the comprehensive services offered at CrossFit King, CrossFit classes, especially designed for children (6-12 years) and youth (12-19 years), are offered on a regular basis.

Purpose

CrossFit is a broad, inclusive and general fitness program. It utilises ten recognised general physical skills, namely cardiovascular/respiratory endurance, stamina, strength, flexibility, power, speed, coordination, agility, balance and accuracy through functional movements of gymnastics, weightlifting and metabolic activities to create constantly varied workouts.

CrossFit King is committed to ensuring the safety and wellbeing of all children and young people and will endeavour to provide a safe and supportive service environment for children and young people by:

- *providing a high standard of tuition in CrossFit Fundamental movements including basic gymnastics, weight lifting techniques, Olympic lifting and cardiovascular training.*
- *nurturing a love of exercise and a healthy lifestyle*
- *encouraging and supporting individuals' learning and achievements*
- *providing a balanced and varied training program*
- *creating a fun and engaging learning class environment*
- *implementing safe practices in all instruction*

CrossFit King is committed to ensuring the safety of the children and adolescents who attend classes by implementing the following risk management strategies:

- *ensuring all employees/volunteers responsible for coaching children and teens classes have current qualifications to coach CrossFit AND a current [Blue Card](#).*
- *ensuring that all employees/volunteers responsible for students have a current and recognised First Aid qualification.*
- *gaining consent from parents and caregivers in the form of a waiver (signed at the time of commencement of CrossFit Kids) before photographing or videoing any child.*
- *gaining consent from parents and caregivers before communicating by phone or email with any child.*
- *ensuring no visitors or outsiders have contact with the children.*
- *ensuring that all employees/volunteers responsible for students are unaffected by the use of substances which may compromise the appropriate supervision of children at all times.*

- *notifying parents/carers if we are unable to conduct classes.*

2.CODE OF CONDUCT

Behaviour management strategies

Staff and volunteers at CrossFit King community will:

- *Foster mutual respect between teachers, children and young people regardless of cultural identity, practices and behaviour.*
- *Understand to the best of our ability the needs, special circumstances and stages of development for all children and adolescents.*
- *Use language which is age/stage appropriate, clear, non-threatening and non-sexual.*
- *Use physical contact only where it is necessary to help with performance techniques and/or to reduce the risk of injury/harm to the child. Physical contact will be respectful and with the permission of the child/adolescent.*
- *Willingly listen to any concerns or issues, feedback or complaints that may be raised by a child or adolescent.*
- *Employ corrective practices which are not punitive, humiliating or aggressive. For example, a child may be asked to sit to the side of the room where their behaviour is continually disruptive or dangerous to the class. The child would be invited to re-join once they have calmed down.*

Children/adolescents are expected to demonstrate:

- *a willingness to learn,*
- *a willingness to listen and receive instructions,*
- *respect for other children, young people and adults who may be present or waiting for a class,*
- *safe and appropriate behaviour while waiting for classes to commence or while waiting to be collected by a parent/carer,*
- *responsible and appropriate behaviour always during class*

Any unsafe or inappropriate behaviour or situations should be reported to coaching staff immediately.

Parents and Caregivers are expected to:

- *Drop off and pick up children in a timely fashion.*
- *Willingly accept feedback regarding their child's progress and behaviour.*
- *Encourage the child's learning and achievements*
- *Provide necessary clothing, footwear and other equipment including a water bottle for exercise.*
- *alert staff to any concerns as they arise.*
- *provide information to teachers regarding medical history (current or past) that may affect the safety or performance of the child in class.*
- *be aware that personal information will be treated confidentially.*

Directors of CrossFit King, James and April King have the right to:

- *Raise concerns regarding any aspect of a child's behaviour.*
- *Allow only a parent, guardian or other nominated person to pick up a child from CrossFit King place of business (240 Evans Rd Salisbury)*
- *cease instruction for a child/ adolescent who is consistently non-compliant or obstructive. In such circumstances, parents/carers will be informed immediately.*
- *Report disclosures and suspicions of harm.*

Supervision before and after class

- *Parents are responsible for the supervision of their children before and after class.*
- *During this time children/adolescents are not to play on the gym floor or on any of the equipment.*
- *Children should be dropped off and picked up in a timely manner. Any child not collected on time is to sit in the designated warm-up area, in sight of one or more CrossFit King coaches until the parent/caregiver has arrived.*

Supervision during class

- *Once class commences, parents are welcome to stay and watch but are not required to stay.*
- *All classes will have adequate supervision and appropriate staff/student ratio. For children 12 and younger this will be a minimum of 1 coach per 10 students. For children 12 years and older it will be a minimum of 1 coach per 12 students.*
- *During class times when coaches are helping children/teens they will be visible to other coaches and parents.*
- *Any unsafe or inappropriate behaviour or situations should be reported to coaching staff immediately.*
- *If a parent or caregiver collects a child under the influence of alcohol or substance abuse, or is violent or abusive to staff or children, the Police Service will be contacted.*

Physical contact

- *There should be clear guidelines in relation to the circumstances in which it might be necessary to have physical contact with a child, e.g.: – injury management –, or There may be times where it is necessary to have physical contact with a child, for example injury management or to demonstrate a skill or for instructional purposes as part of an activity. Should this be necessary, it will be explained to the child or young person first.*
- *Inappropriate physical contact with children/adolescents by either coaches or other children will not be tolerated and will be reported. This includes but is not limited to, violent or aggressive behaviour such as hitting, kicking, slapping, pushing, kissing, touching of a sexual nature.*

Language

- *Staff and volunteers will use encouraging, positive words, pleasant to tone of voice and honest and open communication when speaking all members, children and young people.*
- *The use of insults, criticism, swearing, name calling, bullying, yelling, racist and/sexually suggestive comment or jokes is considered inappropriate and will not be tolerated at CrossFit King.*

One on one contact

- *During class times when coaches are helping children/teens they will be visible to other coaches and parents.*

- *Any contact between with children, outside of classes will occur only after permission has been sought from parents/caregivers. This includes, but is not limited to, social activities, private child minding and contact by telephone, email or social media.*

Change rooms and toilets

- *All change rooms and toilets are fitted with locks. CrossFit King staff will not enter toilets or changerooms with child/young person. Coaches will ensure that changerooms and toilets are clear of other adults.*

Transportation

- *Transport of children/young people is not required as part of the usual activities of CrossFit King. Should transport be required, parents/caregivers will be required to arrange transport for their own child.*

Gifts

- *Gifts will not be given to children/adolescents as part of classes except where a special need arises, or an award is given in for competition or end of year event.*
- *In such cases the gift will be low in value and age appropriate, such as a training shirt.*

Management of illness and Injury

- *Employees of CrossFit King are expected to have current First Aid qualifications.*
- *The CrossFit King gym is equipped with a comprehensive First Aid Kit which includes an epi pen.*
- *Parents are required to notify the directors of CrossFit King of any medical conditions, including but not limited to infectious diseases and allergic reactions and any required treatment should an incidence occur. CrossFit King staff will be informed of such conditions and trained in any special treatment as required.*
- *The directors of CrossFit King reserve the right to refuse attendance if the conditions will put the staff or other children at risk.*

Photography and social media

- *The use of cameras, smartphones, computers, mobile phones, video cameras and other electronic devices by students and parents to take images of children other than their own is strictly prohibited in the gym.*
- *Staff are permitted to take age appropriate video and photographs of CrossFit activities for promotional purposes provided parents and carers have signed waivers agreeing to the use of such material on social media. In general, identifying information (e.g., child's name) will not be included with the photograph. Should this be required, additional parental permission would be sought.*
- *Photographs and videos are stored on CrossFit King devices which only staff can access.*
- *Photographs and videos will be deleted after 10 Years*
- *Directors of CrossFit King and their nominated staff members are the only people who are able to authorised to post photos and videos to social media pages.*
- *Where appropriate and where parents /guardians have given consent, staff may have contact with children on social media or contact them via mobile phone. Any inappropriate contact will not be tolerated and managed appropriately.*

Health and Safety

- *Safety and risk management is a key consideration for all classes. A risk management plan for high risk activities is attached (see appendix 1).*
- *Children and young people are briefed on the evacuation procedures and these are displayed prominently.*
- *Children's classes take place when no other classes are scheduled.*

- *Activities are age appropriate consideration take a high priority at all times.*
- *Regular safety checks of the premises and all gym equipment are carried out by the directors of CrossFit King. Any defective equipment is removed or repaired.*
- *Water is available for all classes and children are encouraged to bring their own water bottles.*
- *Students are educated about the importance of sleep and nutrition.*
- *Smoking is not permitted on the CrossFit King premises.*
- *Consumption of alcoholic beverages will not occur during any time there are classes scheduled for members, children or young people.*
- *Any CrossFit King staff member or member of the public found to be intoxicated or under the influence of drugs or alcohol will be removed from the premises.*
- *Medications are stored securely and out of reach of children.*

Confidentiality and Privacy

- *Confidential information (waivers and medical forms) are stored as hard copy forms in a staff only area of the gym.*
- *Information no longer required will be destroyed securely after a period of 15 years.*
- *Only the directors of CrossFit King can provide information to the media. This information will be of a general nature and will not identify children by name.*