



Safeguarding Young People Policy



**Racing
Victoria**

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1. PURPOSE

Racing Victoria's (RV) vision is 'Racing for All'. As such, it is integral that Young People engaged and participating in the Victorian Thoroughbred Racing Industry are safeguarded from abuse and neglect. We expect all Participants to adhere to the highest possible standards when interacting with Young People.

This Safeguarding Young People Policy (the SYPP) has been developed to assist you to meet your obligations, specifically relating to legislation within Victoria and RV's Participant Protection Policy. The SYPP has been formally approved by the RV Board and endorsed by the Victorian Racing Integrity Board. The SYPP is to be applied in conjunction with:

- a) All legislation within Victoria in relation to protecting children and Young People such that it applies to RV as an organisation.
- b) All relevant rules, policy and procedure documents including:
 - i. The Rules of Racing, including AR233(a) - breach a policy, regulation or Code of Practice published by Racing Australia or a Principal Racing Authority (PRA);
 - ii. RV's Participant Protection Policy;
 - iii. RV's Interacting with Young People Do's and Don'ts Guidelines;
 - iv. RV's Child Safe Code of Conduct;
 - v. RV's Social Media Policy; and
 - vi. Various RV Licensing and Registered People policies.
- c) General community expectations in relation to appropriate behaviour concerning Young People.

2. SCOPE

The SYPP applies to anyone bound by RV's Participant Protection Policy and the Rules of Racing. This includes:

- a) Licensed Trainers;
- b) Stable employees;
- c) riders;
- d) an employee, officer, official and/or volunteer of a club;
- e) owners;
- f) riders' agents;
- g) permitted veterinarians;
- h) farriers;
- i) float drivers; and
- j) a relevant person, as defined in the *Racing Act 1958* (Vic).

3. DEFINITIONS

If a term is defined here and in the Rules of Racing, in the instance of any inconsistency, the Rules of Racing shall prevail.

Adult means a Participant who is registered or licensed with Racing Victoria and is 18 years of age or older.

Banned Substance means a substance specified in Part 7 of the Rules of Racing as a substance banned for use by a rider or horse handler.

Participant is any person (Adult or Young Person and of any gender) who is registered or licenced with Racing Victoria.

PRA means the Principal Racing Authority, a body (statutory or otherwise) recognised as a principal racing authority under Racing Australia's Constitution,



that has the control and general supervision of racing within a State or Territory.

Rules of Racing means the Rules of Racing of Racing Victoria which includes the Australian Rules of Racing made by the Australian Racing Board and the Local Rules and Rules of Race Betting of Racing Victoria.

RV means Racing Victoria Limited.

Safeguarding Concern includes, but is not limited to harassment, sexual harassment, abuse, abuse of power, discrimination, grooming, child abuse and social networking.

Social Media means any internet-based technology, website or application that facilitates the sharing of ideas, thoughts, and information through virtual networks and communication.

SYPP means this Racing Victoria Safeguarding Young People Policy.

Working with Children Check is a screening process for assessing or re-assessing people who work with or care for children in Victoria and looks at criminal history and relevant professional conduct findings of applicants to ensure we're assisting to protect children from sexual or physical harm.

Young Person/People means Participants who are registered or licenced with Racing Victoria and are younger than 18 years of age.

4. BEHAVIOURAL STANDARDS OF THE SAFEGUARDING YOUNG PEOPLE POLICY

The SYPP addresses the major areas where Adults interact with Young People participating in the Victorian Thoroughbred Racing Industry.

It is designed to ensure a high level of safety to Young People and protect them from any Safeguarding Concern. The SYPP also supports Adults by providing standards of care that are clear, transparent and practical.

4.1. Adhere to professional boundaries

Establishing and maintaining firm and clear professional boundaries with Young People is extremely important.

All Participants should limit contact with Young People engaged in the Victorian Thoroughbred Racing Industry to what is acceptable and appropriate. Adults within the industry may have pre-existing personal relationships with Young People or their families. In these cases, the risk of over-stepping the boundaries can be heightened. Trusting relationships can be exploited, and the ability for a Young People to safely speak up about a Safeguarding Concern may be compromised. For this reason, the following guidelines exist:

- a) Adults responsible for supervising Young People who participate in the Victorian Thoroughbred Racing Industry should conduct all activities and interactions with Young People in the view of other Participants and to take every reasonable measure to avoid one-to-one situations;
- b) Young People are provided with the ability to contact their parent(s) or guardian(s) or support person(s), if they feel unsafe or uncomfortable;
- c) Avoid social activities where the Young Person's parent(s) or guardian(s) or support person(s) are not present or not aware of the activity taking place;



- d) Do not engage in any intimate relationship with the Young People, even if they are above the age of consent to participate in an intimate relationship¹;
- e) Do not give gifts to Young People, except when the Young Person's parent(s) or guardian(s) or support person(s) have been made aware of the gift and consented to it being given.

4.2. Positive Guidance – Use of language and tone of voice

We require all Participants to use strategies that are fair, respectful and appropriate to the developmental stage of Young People involved. Young People need to be provided with clear directions and given an opportunity to redirect their misbehaviour in a positive manner. Therefore, the language and tone of voice used in the presence of Young People must be polite, friendly, provide clear direction and encouragement.

It is integral that Participants avoid language that is:

- a) Discriminatory, racist or sexist;
- b) Derogatory, belittling or negative (e.g. by calling someone a 'loser' or telling them they are 'too fat');
- c) Intended to threaten or frighten; or
- d) Profane or sexual.

4.3. Use of electronic communications including Social Media

We acknowledge the benefits new technology and communication media can offer Participants, as it forms a critical aspect of managing the work of Participants. For example, text messaging including Social Media instant messaging platforms such as WhatsApp and Messenger, emails, phone or video calls.

Although being beneficial in managing the workplace, these forms of technology also present a fundamental risk to a Young Person's safety, particularly where electronic messaging platforms can be used to groom or make inappropriate and unsupervised contact with Young People. Accordingly, Participants should at all times adhere to the SYPP when using electronic communications.

When using electronic communication with Young People, you must ensure:

- a) the Young Person's parent(s) or guardian(s) or support person(s) are included in all communication;
- b) the content is directly associated with your role;
- c) the language used is not personal in nature;
- d) communications are limited to what is required to convey work related messages in a polite, friendly manner, such as arranging or cancelling shifts, rides or trackwork;
- e) consider professional boundaries when communicating with Young People and do not communicate anything that a reasonable person could view as being of a sexual nature;
- f) Do not request Young People to keep a communication secret from their parent(s) or guardian(s) or other Participants;
- g) Do not communicate with Young People using internet chat rooms or similar forums.

All Participants, when using electronic communication are required to follow RV's [Social Media Policy](#).

¹ Any Participant who holds a position of authority must not engage in any sexual conduct with a Young Person, whether consensual or not or even if the young person is above the legal age of consent. Sexual conduct covers the entire range of actions that would reasonably be considered to be sexual in nature, such as sexual intercourse, kissing, fondling, flirting, sexual innuendo etc.

4.4. Photographs and video recordings of Young People

A high degree of caution is required when photographing or filming Young People including when publishing or posting (for example on Social Media) image-based material or using it for marketing purposes.

Participants are reminded that at all times they must act in accordance with any applicable laws or regulations within Victoria relating to the capture, storage, and dissemination of photographs or video recording of Young People.

It is the expectation of RV that participants only photograph Young People who they employ, when they are undertaking duties as per their role **and only** if the:

- a) Young Person's parent(s) or guardian(s) have granted prior and specific approval;
- b) Context is directly related to participation in the Victorian Thoroughbred Racing Industry;
- c) Young People are appropriately dressed and posed;
- d) Wherever possible, the image is taken in the presence of other Participants;
- e) Images (digital or hard copy) are to be stored in a manner that prevents unauthorised access by others, for example:
 - i. If in hard-copy form, in a locked drawer or cabinet; or
 - ii. If in electronic form, in a 'password protected' folder.
- f) Images (digital or hard copy) are to be destroyed or deleted as soon as they are no longer required; and
- g) Images are not to be exhibited on a website or Social Media platform without consent from the parent(s) or guardian(s). Any caption or accompanying text may need to be checked so that it does not identify a Young Person.

4.5. Physical contact with Young People

Physical contact with Young People may be appropriate and necessary, for example while legging a rider up. It is suggested that most situations do not require physical contact between Young People and Adults and, instructions will suffice (e.g. showing how to sit in a saddle or to shorten the reins). If there is a situation that requires physical contact, Adults should ask to approach the Young Person and demonstrate the action to the Young Person.

Physical contact with Young People is inappropriate if:

- If it embarrasses, scares or distresses the Young Person;
- If it occurs in a private place;
- If it includes touching of the groin, buttocks, breast or any other part of the body that may cause embarrassment or distress.

4.6. Overnight stays and sleeping arrangements

Overnight stays are to occur only with the written authorisation (approval may include email or SMS) of the parent(s) or guardian(s) of Young People attending with an adequate chaperone who has a Working with Children Check (WWCC). As a guide it is expected that:

- a) Young People only share a hotel room or bedroom with person(s) of a similar age of the same gender, and their parent(s) or guardian(s) are consulted on their choice of sleeping arrangements;



- b) Young People are provided with privacy when bathing and dressing;
- c) Participants observe appropriate dress standards when Young People are present; and
- d) Participants do not allow Young People to be exposed to pornographic material which may include movies, television, internet, magazines or any other form.

4.7. Change/Jockey room requirements

Participants should abide by the following requirements:

- a) Adults should avoid one-to-one situations with Young People in a change room area;
- b) Adults are to consider the privacy of a Young Person (where practicable) when dressing or undressing in the change room area;
- c) Adults need to ensure appropriate behavior in change room areas;
- d) Female Participants are not to enter male change rooms and male Participants are not to enter female change rooms; and
- e) Participants should ensure that no photography/videography of any person occurs in a change room.

4.8. Adults and Young People who identify as transgender

In the event that an Adult or Young Person is transitioning or has transitioned gender, the individual (if a Young Person, with their parent(s) or guardian(s)), can choose to consult with their Employer, the Club or RV (where applicable) to ensure the Adult or Young Person's gender identity is recognised and taken into account. Consideration should also be given to consulting with other Participants to determine appropriate changeroom facilities, overnight stays and sleeping arrangements.

4.9. Alcohol or drug use, possession and supply

While on duty, Participants must not:

- a) Use, possess or be under the influence of a Banned Substance;
- b) Be adversely affected by any other legal drug, such as prescription or over-the-counter drugs; or
- c) Supply alcohol or drugs (including tobacco) to Young Persons participating in the Victorian Thoroughbred Racing Industry.

4.10. Transporting Young People

Adults are only to transport Young People in circumstances that are directly related to the Victorian Thoroughbred Racing Industry. At the commencement of the Young Person's employment, a broad agreement providing written authorisation from the Young Person's parent(s) or guardian(s) is required to cover all travel journeys when the Young Person is required to travel. A record of this authorisation should be maintained. The written authorisation (i.e. email, SMS) should include the:

- a) Mode of transport proposed, such as private car, taxi, truck, plane, float truck;
- b) Reasons for the journey; and
- c) Details of anyone who will be present during the journey.

The broad agreement should last no longer than one year, and is to be renewed annually, until the Young Person turns 18. If a travel journey goes beyond the terms of the broad agreement (e.g. there is a reason for a journey that is not captured in the broad agreement or a person not listed in the broad agreement is to be present during the journey), a separate ad hoc approval must be executed.



The Young Person should only be transported for reasons directly related to participation in the Victorian Thoroughbred Racing Industry and should ensure (as far as is practicable) that the Young Person sits in the back seat (where the vehicle is not a single cabin) and is appropriately secured.

5. WORKING WITH CHILDREN CHECK SCHEME

A WWCC is a screening process for assessing the suitability of people who work with, or care for children. In Victoria, worker screening is regulated by the *Worker Screening Act 2020* (Vic), which came into operation in February of 2021 to replace the *Working with Children Act 2005* (Vic). Under the scheme, people performing child-related work (paid or unpaid) are required to have a WWCC clearance, unless an exemption applies.

Child-related work usually involves direct contact with a child which is defined in the *Worker Screening Act 2020* (Vic) as any contact between a person and a child, whether it be physical, face-to-face, or by written, electronic or oral communication.

RV encourage Licensed Trainers and Participants to obtain a WWCC where they have direct contact with Young People that is more than incidental to their role.

RV is not the responsible entity for ensuring a WWCC is obtained (however, if the Licensed Trainer is engaged by RV to perform work with the Apprentice Jockey Program, where relevant, we will require a copy of a valid WWCC).

For more detailed information, including the forms required to complete a WWCC, please contact the Department of Justice or visit www.workingwithchildren.vic.gov.au.

6. HOW TO SPEAK UP

If you are concerned, believe that, have seen, or experienced behavior(s) demonstrated which may be in contravention of the SYPP or RV's Participant Protection Policy, then you should Speak Up and submit a Safeguarding Concern to RV or contact the Participant Protection Manager directly on 0428 413 935. More details where to lodge a Safeguarding Concern can be found on our [website and below](#).

7. CONTACT DETAILS

RV ISD:

Phone: 0428 413 935

Email: participantprotection@racingvictoria.net.au

Online via Safeguarding Concern Form: <http://www.racingvictoria.com.au/the-sport/participant-protection-and-wellbeing/safeguarding-concern-form>

Post: 400 Epsom Road, Flemington, Victoria 3031

Racing Integrity Hotline:

Phone: 1300 227 225 (8am to 8pm Monday to Friday)

Email: racingintegrity@stoline.com.au

Post: Racing Integrity c/o Stoline, Locked Bag 8, Hawthorn VIC 3122



ORIC:

Phone: (03) 8684 7776

Email: enquiries@racingintegrity.vic.gov.au

Post: PO Box 24034 Bourke Street, Melbourne VIC 3001

STABLELINE: 1300 520 122

Assure Programs (EAP): 1800 808 374

8. REPORTING OBLIGATIONS

Where there are concerns for a Young Person's safety and/or wellbeing, it is important that those concerns are reported to the appropriate authorities in order that appropriate action can be taken to protect that Young Person.

Victoria's child protection legislation specifies the responsibilities for both organisations and individuals that work or have contact with Young Persons. You should make a report to Victoria's Child Protection if you have formed a reasonable belief that a child or Young Person has suffered or is likely to suffer significant harm as a result of abuse or neglect and their parent(s) or guardian(s) has not or is unlikely to protect them from harm of that type. This can be reported to the Victorian Department of Families, Fairness and Housing on **13 12 78** or via the website during business hours: <https://services.dffh.vic.gov.au/reporting-child-abuse>.

It is an offence for an adult not to disclose child sexual abuse. The offence requires that any adult who holds a reasonable belief that a sexual offence has been committed in Victoria by an adult against a child (aged under 16) disclose that information to police. The offence applies to all adults in Victoria, not just professionals who work with children, unless they have a reasonable excuse.

If you believe a child or Young Person is in immediate danger or in a life-threatening situation, contact the Police immediately.

9. REVIEW AND APPROVAL

This Policy is reviewed annually and as required. This may occur due to a change of operation, new legislative obligation, government recommendations or recommendations as a result of audits.

Where revisions are required, changes will be tracked in red for review by the relevant Senior Management Team member, and for recommendation to the RV Board for approval. The SYPP will be made available to the general public on the RV website and will be communicated to all Participants.

10. VERSION

Version	Nature of Change	Reviewing Party	Approval date
1.1	Original Version	EGM-ISD	30 Oct 2020
2.0	New template Grammatical changes Inclusion of WWCC information	EGM - ISD	13 Dec 2022
2.1	Annual update	RV Board	22 Nov 2023





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