



# SAWTELL FOOTBALL CLUB

## Child Safe Policy

### PURPOSE OF THE POLICY

All children and young people involved in the Club have a right to feel safe and protected and this policy:

- a) Is part of the Club's ongoing commitment to protecting the children in our care from abuse or harm;
- b) Outlined the safeguards our Club has put in place to minimise the risks to child safety; and
- c) Sets out what is required from staff and volunteers so they know what is expected from them to keep children safe.

### What does this policy intend to do?

It is the intention of the Club for our Child Safe Policy to:

- a) demonstrate commitment to the safety and welfare of children and young people;
- b) minimise the risk of abuse, misconduct and misuse of positional power; and
- c) inform all staff and volunteers of their obligations and responsibilities in keeping children safe.

### OTHER KEY POLICIES

There are a number of other policies, procedures and guidelines of the Club which relate to child protection including:

- a) the Child Safe Code of Conduct;
- b) the Child Safe Risk Management Plan;
- c) the Complaints Management Policy.

### Scope and audience

This policy applies to:

- a) committee members
- b) people in leadership roles
- c) staff members
- d) volunteers
- e) contractors
- f) children and young people
- g) families, carers, spectators and communities.

The policy sets out what is required from everyone in the club when taking part in activities that involve children and young people.

## THE CHILD SAFE STANDARDS

The Clubs commitment to child safety is based on the National Principles for Child Safe Organisations published by the Australian Human Rights Commission, which set out the following standards that guide the development and regular review of our work systems, practices, policies and procedures to protect children within the Club from abuse and other harm.

- Standard 1 – Child safety is embedded in organisational leadership, governance and culture;
- Standard 2 – Children participate in decisions affecting them and are taken seriously;
- Standard 3 – Families and communities are informed and involved;
- Standard 4 – Equity is upheld, and diverse needs are taken in to account;
- Standard 5 – People working with children are suitable and supported;
- Standard 6 – Processes to respond to complaints of child abuse are child focused;
- Standard 7 – Staff are equipped with the knowledge, skills and awareness to keep children safe through continual education and training;
- Standard 8 – Physical and online environments minimise the opportunity for abuse to occur;
- Standard 9 – Implementation of the Child Safe Standards is continuously reviewed and improved; and
- Standard 10 – Policies and procedures document how the organisation is child safe.

### Safeguarding our children

The Club is committed to the effective implementation of our Child Safe Policy and as such we ensure that it is appropriately reviewed and updated. We adopt a risk management approach by identifying key risk indicators and assessing child safety risks based on a range of factors including the nature of the Club's activities, physical and online environments and the characteristics of the children who play within the Club.

The Club's strategy surrounding the management of these perceived risks can be found in our Child Safe Risk Management Plan.

### OUR COMMITMENT TO CHILD SAFETY

Our Club commits to ensuring we provide a safe environment for all children and young people. We have a zero tolerance approach to any form of child abuse and are committed to ensuring our Club has a safe and friendly environment for children and young people. It is imperative that children and young people who access our activities, programs, events or services feel safe and supported.

We will ensure that child safety is embedded in our organization's culture, reflected in our policies and procedures and understood and practiced at all levels.

We commit to making sure that everyone involved, from committee members, volunteers, parents and participants understand the important responsibilities that have in relation to child safety.

Our commitment extends beyond creating an environment that minimises risk or danger and we are committed to building an environment that is both child safe and child-friendly.

## Working with Children Checks

Legislation requires that, subject to relevant exemptions, any person who engages in child-related work that involves direct contact (physical or face-to-face) with a child or children (ages under 18) and whose contact is a usual part of and more than incidental to the work, must have a Working with Children Check (WWCC) in order to work at engage with children.

While the Act exempts some people from needing a WWCC to volunteer or otherwise work with children, it is the Club's Policy that all people working with children must hold a valid WWCC.

Further, people who work or volunteer as a referee, umpire, linesperson or other sporting official or grounds person for the Club are also required to hold a valid WWCC if they are either a Regular Volunteer or a Regular Contractor.

## YOUR ROLES AND RESPONSIBILITIES

- a) Everyone who works at the Club who oversees child safety, whether it be an employee, volunteer or contract, is expected to carry out the requirements specific to their roll to keep children safe. This includes but is not limited to:
- b) Upholding our Club's commitment to child safety;
- c) Reading, signing and upholding the behaviour set out in our Child Safe Code of Conduct;
- d) Completing all assigned and ongoing child safe training; [Module 1 – OCG]
- e) Taking part in our regular reviews of our child safe policies; and
- f) Reporting all breaches of our policies or any allegations of child harm or abuse.

Our Club's Child Safe Officer is Candice Thompson. Please contact her or any of our other committee members with any of your child-safety related questions.

## Definitions

**Child abuse:** refers to all types of child maltreatment. It includes all types of physical or emotional ill-treatment, sexual abuse, neglect or negligence, which results in actual or potential harm to a child's health, survival, development or dignity.

**Grooming:** is when offenders manipulate children and adults to abuse a child. It's a process the offender uses to build trust and create an environment where abuse can occur.