

Beaumaris Football Club

Banksia Reserve, Oak Street
Beaumaris VIC 3193
www.beaumarisfc.com.au



Child Safe Policy

Policy Date: 15th March 2018

Background

From January 1st 2017, the Child Safe Standards apply to sporting organizations' that operate and provide sporting services to children within Victoria. The Standards apply to organisation's as a whole, inclusive of the Seniors at the Beaumaris Football Club.

Purpose

This policy demonstrates the strong commitment of the management, staff, club officials and volunteers of the Beaumaris Football Club (**the Club**) to child safety and to provide an outline of the policies and practices the Club has developed to keep children under the age of 18 safe from any harm, including abuse.

Child Abuse Definition

Child abuse can take a broad range of forms including physical abuse, sexual abuse, emotional or psychological abuse and neglect. People to whom this policy applies need to be aware that child abuse can occur whenever there is actual or potential harm to a child, and these are circumstances that the Club is committed to reducing the risk of occurrence.

Commitment to Child Safety

All children who are a part of the Club have a right to feel and be safe. The welfare of the children in our care will always be our first priority and the Club has a zero tolerance to child abuse. The Club aims to create a child safe and child friendly environment where children feel safe and have fun and the Club's activities are always carried out in the best interests of the children. The children need to be made aware of the role of the child safe officer i.e. someone to speak to if the child is feeling unsafe.

Application of this Policy

This policy was developed by the Club and in collaboration with professionals, volunteers and the children who use our services and their parents.

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This policy applies to all individuals involved in our organisation (paid and volunteer) including, but not limited to:

- Administrators
- Coaches
- Officials
- Players
- Parents
- Spectators

Their Roles and responsibility in relation to child protection include:

- An understanding of the indicators and risks of child abuse
- Immediate action on any concerns raised by children
- An understanding and follow-up of all applicable laws in relation to the protection of children and management of child safety concerns.

Code of Conduct

Clear expectations for appropriate behaviour with children will be endorsed by the Senior and Junior Committee, they include:

- Screening, supervision, and training that reduce the risk of child abuse by new and existing personnel.
- Processes for responding to and reporting suspected child abuse
- Strategies to identify and reduce or remove the risk of child abuse
- Strategies to promote the participation and empowerment of children

Children's Rights to Safety and Participation

The Club encourages children to express their views about their safety. We listen to their suggestions, especially on matters that directly affect them. We actively encourage all children who use our services to 'have a say' about things that are important to them.

We teach children about what they can do if they feel unsafe. We listen to and act on any concerns children, or their parents, raise with us.

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Children will be encouraged to approach their team manager in the first instance, or if not available or comfortable, their coach or parent or friends parent, until their concerns are heard and acted on.

The feedback is to be instantly provided to the child safety officer.

The Child Safety Officer will then act in the best interests of the child, as guided by the law and professionals if necessary to consult. All dealings will be maintained in a confidential manner.

Valuing Diversity

We value diversity and do not tolerate any discriminatory practices. To achieve this we:

- promote the cultural safety, participation and empowerment of Aboriginal and children and their families;
- promote the cultural safety, participation and empowerment of children from culturally and/or linguistically diverse backgrounds and their families;
- welcome children with a disability and their families and act to promote their participation; and
- seek representatives of diverse cultural backgrounds, where available

Diversity will be achieved by adopting an all-inclusive attitude to those members of the community that wish to participate or engage in the clubs activities.

Club Actions

Recruiting staff and volunteers

Child Safe Standards are integral in any appointment at BFC which is providing football for players under the age of 18 years.

The Club takes the following steps to ensure best practice standards in the recruitment and screening of staff and volunteers:

- Interview and conduct referee checks (where possible) on staff and volunteers
- 'Working with Children Checks' to be obtained for all relevant positions within the club that deal with children Under the age of 18.

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- Our commitment to Child Safety will be included within our selection processes for positions within the Beaumaris Football Club and will form part of the support programs offered to all of our relevant personnel.
- Ensure that Child Safety Standards are discussed and reviewed regularly at Committee Meetings.
- Undertake a child safety review annually to identify:
 - What we already have in place
 - What we are doing well
 - Where we need to improve

Supporting staff and volunteers

The Club seeks to attract and retain the best staff and volunteers. We provide support and supervision so people feel valued, respected and fairly treated. We have developed a Code of Conduct to provide guidance to our staff and volunteers, all of whom receive training on the requirements of the Code.

Reporting a child safety concern or complaint

Any reports of child abuse are to be made to the Child Safety Officer (CSO). The CSO is to report to police if there is any report of sexual or physical abuse of a child. CSO to inform the reporter and victim to provide support.

The Club has appointed *Nicki Spencer* as Child Safety Persons with the specific responsibility for responding to any complaints made by staff, volunteers, parents or children.

That person can be contacted by email nspencer@alphalink.com.au, or Ph 0439-030-079.

Our complaints process is outlined in *our communication grid for issues or incidents*.

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Risk Management

We recognise the importance of a risk management approach to minimising the potential for child abuse or harm to occur and use this to inform our policy, procedures and activity planning. In addition to general occupational health and safety risks, we proactively manage risks of abuse to our children. To reduce the risk of child abuse occurring, adults to whom this policy applies should avoid direct, unsupervised contact with children. For example, this should be a consideration when:

- using change room facilities;
- using accommodation or overnight stays;
- travel; or
- physical contact when coaching or managing children.

Social Media Use

BFC will adopt the AFL Victoria Social Media Guidelines for all communication with children. These guidelines are in addition to any Cyber Safety Policies we have in place.

Reviewing this policy

This policy will be reviewed every two years and we undertake to seek views, comments and suggestions from children, parents, carers, staff and volunteers involved in the Club.

References/Further Resources:

- [SMJFL Template](#)
- [AFL Victoria Child Safe Standards](#)
- [The Commission for Children and Young People, 03 8601 5281](#)
- Childsafestandards@ccyp.vic.gov.au
- <http://www.ccyp.vic.gov.au/child-safe-standards.htm>