



VICSPORT



Child Safe Standards

Red Hill Football Netball Club

Child Safe Policy

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Approved By: *Graham Sherry - President*
Endorsed By: *Red Hill FNC Committee*
Date for Review: *February 2021*

Purpose

This policy was written to demonstrate the strong commitment of the committee, coaches and volunteers of the *Red Hill Football Netball Club* to child safety and to provide an outline of the policies and practices the Club has developed to keep everyone safe from any harm, including abuse.

Commitment to Child Safety

As a senior club with U 19's Football, Youth players in our Open Women's football team and an U 17's Netball team we are committed to ensuring all our members are provided for. All children who are a part of the *Red Hill Football Netball 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.

Application of this Policy

This policy was developed by the Club Committee and its appointed Child Safety Leaders.

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

- Administrators
- Coaches
- Officials-trainers etc
- Players
- Parents
- Spectators.

All of the people to which this policy applies have a role and responsibility in relation to child protection. They must all:

- understand the indicators and risks of child abuse;
- appropriately act on any concerns raised by children; and

- understand and follow all applicable laws in relation to the protection of children and reporting or management of child safety concerns.

Child Abuse

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.

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 listen to and act on any concerns children, or their parents, raise with us.

The club provides Mental Health and Personal Wellbeing workshops for all our players and has an appointed Child Safety Leaders who the players know they can approach for support at any time.

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 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 appropriate support from diverse cultural backgrounds.

Recruiting coaches and volunteers

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

- Interview and conduct referee checks on all coaches and volunteers
- Require police checks and Working with Children Checks for relevant positions.
- Our commitment to Child Safety and our screening requirements are included in all advertisements and as part of the induction process for new coaches or volunteers.
- All committee members have a WWC check and relevant coaches complete the Play by the Rules "Child Protection" E learning module.

Supporting coaches and volunteers

The Club seeks to attract and retain the best coaches and volunteers. We provide support and supervision so people feel valued, respected and fairly treated. The Club has a football and netball designated Child Safety Leader to support all coaches and volunteers in this area.

Reporting a child safety concern or complaint

The Club has appointed *Lisa Galvin, Jim Baird and Natasha Adams*, as Child Safety Persons with the specific responsibility for responding to any complaints made by coaches, volunteers, parents or children. That person can be contacted by *email*.

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.

Reviewing this policy

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

END OF TEMPLATE**VICSPORT DISCLAIMER:**

The information contained within this template document is general in nature. It should not be considered as a substitute for legal advice. Vicsport recommends sporting organisations develop a Child Safe and Child Friendly Policy with the assistance of appropriate legal advisers.

This resource is supported by the Victorian Government.

*This document was developed utilising and adapting content from:
The Commission for Children and Young People (2016), Child Safe Policy*