



# ST. JOSEPH'S FOOTBALL & NETBALL CLUB Inc

## CHILD SAFETY POLICY

### PURPOSE

St Joseph's Football and Netball Club (SJFNC) is committed to child safety by providing an environment that ensures everyone is safe from harm, encourages participation and empowerment of all children. The policy is accompanied by a Code to provide the highest possible standard of care to children associated with SJFNC.

### POLICY

SJFNC's Committee in relation to Child Safety is committed to the following:

- All children, whatever their age, culture, ability, gender, language, racial origin, religious belief and/or sexual identity or other should be able to participate in junior sport in a fun and safe environment.
- Taking all reasonable steps to protect children from harm, discrimination and degrading treatment.
- All suspicions and allegations of inappropriate practice will be taken seriously and responded to.
- All SJFNC employees and volunteers involved with children will be recruited with regard to their suitability for that responsibility and will be provided with guidance towards good practice.

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

- Administrators and volunteers
- Coaches & Officials
- Participants
- Parents and Spectators.

### PROMOTING GOOD PRACTICE

To provide children with the best possible experience and opportunities in junior netball, football, and club-based activities everyone must operate within an accepted ethical framework.

It is not always easy to distinguish poor practice from abuse. It is therefore NOT the responsibility of employees, volunteers or participants to make judgements about whether or not abuse is taking place.

It is, however, their responsibility to identify poor practice and use the club's reporting process to raise concerns.

### CHILDREN'S RIGHTS TO SAFETY AND PARTICIPATION

SJFNC is committed to the safety and wellbeing of all children accessing our services/facilities. We support the rights of the child and will act without hesitation to ensure a child safe environment is maintained at all times.

We value diversity in our Club, and people from all walks of life and cultural backgrounds are welcome.

In particular SJFNC promotes:

- the cultural safety, participation and empowerment of Aboriginal children;
- the cultural safety, participation and empowerment of children from culturally and/or linguistically diverse backgrounds; and
- the safety of all children whatever age, culture, ability, gender, language, racial origin, religious belief and/or sexual identity.

**Wellbeing Team / Child Safety Officers**

Members of the Wellbeing Team will act as the club's appointed Child Safety Officers. They will work collectively to hear complaints, concerns and to refer these concerns to the appropriate authority for further investigation. It is not the responsibility of anyone in a paid or unpaid capacity, to decide whether or not child abuse has taken place. However, there is a responsibility to act on any concerns through contact with the appropriate authorities, so that they can then make discrete inquiries and take necessary action to protect the young person. This applies BOTH to allegations/suspensions of abuse occurring within our Club's activities and to allegations/suspensions that abuse is taking place elsewhere. We will always act in what we believe is the best interests of the young person.

We expect our members and staff to discuss any concerns that they may have about the welfare of a child IMMEDIATELY with a member of the Wellbeing Team. They will ensure that the concerns/incident reported will remain confidential and that the identity of the person reporting the concern/incident is respected.

### **ENSURE THAT ADULTS AND CHILDREN ADHERE TO THE CHILD SAFETY POLICY**

SJFNC will do its' utmost to ensure that all adults are aware of and adhere to the Club's Child Safety Policy. We will include details on our Website, in Coaching Forums, Team Manager Training. Importantly our Reporting Process will be affixed to interior walls in our facilities.

### **SCREENING AND RECRUITMENT**

SJFNC ensures that all reasonable actions are taken to engage the most suitable and appropriate people to work with children. This is achieved using screening measures, including a requirement for all persons working with children to obtain a 'Working with Children Check' from the Victorian State Government and to provide evidence of this Check.

We have coach selection criteria and advertisements, which clearly demonstrate our commitment to child safety and coaching principles that are aligned to this policy and that do not discriminate people based on diversity.

### **INTERVIEW, INDUCTION AND TRAINING FOR PERSONNEL**

Employees and key volunteers will undertake an interview and relevant qualifications will need to be met as well as the production of a current Victorian WWCC.

### **FAIR AND JUST PROCEDURES FOR PERSONNEL**

The safety and wellbeing of children is our primary concern. We are also fair and just to personnel.

The decisions we make when assessing incidents, referring them on and undertaking disciplinary action will always be thorough, transparent, and based on evidence.

We record all allegations of abuse and safety concerns, including investigation updates. All records are securely stored. The Committee is also informed of reports and actions taken in this area.

### **PRIVACY**

All personal information considered or recorded will respect the privacy of the individuals involved, whether they be staff, volunteers, officials, parents or children, unless there is a risk to someone's safety.

### **POLICY REVIEW**

To ensure this policy continues to be relevant for club operation and that it reflects both community expectations and the provisions of AFL Barwon, the SJFNC Child Safety Policy will be reviewed annually.

*Signed by St. Joseph's Football & Netball Club President, Sue Cormack*



*Review Date: 15/08/2024*

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