



VICSPORT



## Child Safe Standards

### CHILD SAFE POLICY

# *Ferntree Gully Eagles Football Netball Club* Child Safe Policy

**Written By:** *Ferntree Gully Eagles Football Netball Club using the Vic Sport Template*  
**Approved By:** *Junior Executive Committee*  
**Date for Review:** *February every 2<sup>nd</sup> year*

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#### **Purpose**

This policy was written to demonstrate the strong commitment of the management, coaches parents and volunteers of the Ferntree Gully Eagles Junior Football Club (**the 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**

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.

#### **Application of this Policy**

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

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

- Administrators
- Coaches
- Officials
- Participants
- Parents
- Spectators.

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

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- 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 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.

### **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 staff from diverse cultural backgrounds.
- *Promote being an inclusive club*

### **Recruiting staff 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 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 volunteers.

### **Supporting staff 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. We have developed a Code of Conduct to provide guidance to our coaches, parents and volunteers.

Please see Codes of Conduct specific to the club – available on the club website.

### **Reporting a child safety concern or complaint**

The Club has appointed *the president of the junior division and the president of the senior division* as Child Safety Officers with the specific responsibility for responding to any complaints made by

coaches, volunteers, parents or children. Contact details for the presidents of each division can be found on the website.

If any person believes a child is in immediate risk of abuse telephone 000.

The Child safety person will follow the guidelines put forward by the commission for children and young people in regards to reportable conduct. The CSO must notify the commission within 3 days of any allegation being made.

The CSO to report to police immediately if there is any report of sexual or physical abuse of a child

The CSO to communicate to the board a detailed written report of supplied information from the reporter including, who, what, when, where & why the incident is of concern

If the alleged perpetrator is a committee member, coach or team official they will be removed from their position until further notice.

The EFL will be notified of the incident if the alleged perpetrator is a committee member, coach or team official or if the incident is of significant concern and / or police reports have been made.

### **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, staff and volunteers involved in the Club.

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### **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*