



WEST IVANHOE UNITED SPORTING CLUB

ABN 84308991566

A0120250J

Seddon Reserve, 103 Green St Ivanhoe

Email: westivanhoejuniorfootball@gmail.com

WEST IVANHOE UNITED SPORTING CLUB - FOOTBALL SUB-SECTION

CHILD SAFETY AND WELLBEING POLICY

ADOPTED 2022

ENDORSED BY: West Ivanhoe United Sporting Club Football Section Subcommittee

DATE REVIEWED: July 17th 2023

Purpose

This policy was written to demonstrate the strong commitment of the management, staff and volunteers of the Northern Football Netball League (NFNL) and its affiliated clubs including the West Ivanhoe United Sporting Club - Football Section (WIUSC) to child safety and to provide an outline of the policies and practices the NFNL has developed to keep everyone safe from any harm, including abuse.

Child Safety Mission Statement

The Northern Football Netball League and the West Ivanhoe United Sporting Club are committed to promoting and protecting the safety and wellbeing of children and young people in our care. We seek to promote and protect the rights of all children in our care and prevent abuse from occurring by fostering a child safe culture. The welfare of the children in our care will always be our first priority and the NFNL and WIUSC has a zero tolerance to child abuse. The affiliated clubs that provide football/netball to children and young people will present environments and experiences that always consider and put measures in place to ensure the safety of children.

Application of this Policy

This policy was developed by the NFNL and endorsed by the WIUSC in collaboration with staff and volunteers. 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:

- 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 NFNL Clubs including WIUSC are committed to reducing the risk of occurrence.

Children and Family Rights to Safety and Participation

NFNL Clubs including the WIUSC encourage children and their families to express their views about their safety. We listen to their suggestions, especially on matters that directly affect them. We actively encourage all children and families 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 and carers, raise with us.

Valuing Diversity

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

- welcome, and promote the cultural safety, participation and empowerment of, Aboriginal and Torres Strait Islander people and their families;
- welcome, and promote the cultural safety, participation and empowerment of, children from culturally and/or linguistically diverse backgrounds and their families;
- welcome, and promote the cultural safety, participation and empowerment of, children from LGBTQIA+ backgrounds and their families;
- welcome children with a disability and their families and act to promote their participation; and
- address all instances of racism and/or discrimination with appropriate consequences.

Recruiting staff and volunteers

NFNL Clubs and the WIUSC take the following steps to ensure best-practice standards in the recruitment of staff and volunteers:

- Interview and conduct background checks on all staff.
- Require Working With Children Check (WWCC) for all volunteers and staff.
- Actively encourage all volunteers to undertake a short online course at the beginning of the season. See 'Play By The Rules' Child Safe Guarding.
- Keep accurate records of all WWCC and courses undertaken.

Supporting Staff and Volunteers

NFNL Clubs including WIUSC seek to attract and retain the best staff and volunteers. We provide support and supervision so people feel valued, respected and fairly treated. We support our staff and volunteers through ongoing training to develop their skills and to protect all children from abuse. We have developed a **Code of Conduct** to provide guidance to our staff and volunteers, all of whom receive training on the Code (See NFNL CS Code of Conduct 2022). The WIUSC endorse this Code of Conduct.

Reporting a Child Safety concern or complaint

The NFNL including the WIUSC have an appointed Child Safety Officer who can be contacted through the club. There are also flow charts for the Child Safety Reporting Process displayed at the club and on the website. The NFNL and WIUSC will use incident data to strive for continuous improvement of Child Safety processes.

Risk Management

We recognise the importance of a risk management approach in preventing, identifying and mitigating 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. Adults should also take caution when engaging with children in the online environment. For example, this should be a consideration when:

- using change room facilities;
- using accommodation or overnight stays;
- travel;
- physical contact when coaching or managing children; or
- managing online group chats such as Facebook or WhatsApp chats.

Reviewing this policy

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