



Title	Child Safe Policy
Doc #	1
Version	1/1
Last Review Date	2020-08
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Child Safe Policy

This policy demonstrates the commitment of committee, staff and volunteers of Terang Mortlake Football Netball Club to child safety and provides an outline of the policies and practices the Club has developed to keep everyone safe from any harm, including abuse. For this purpose a child is any member of TMFNC under the age of 18.

Applicable parties:

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

- Committee
- Coaches
- Officials
- Players
- Parents/Guardians
- 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.

Commitment to Child Safety

All children who are a part of our 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.

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:



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- 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.

Recruiting staff and volunteers

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 on all staff 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 new staff or volunteers.

Supporting staff and volunteers

The Club seeks to attract and retain staff and volunteers who are skilled, professional and of good character. 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

Should anyone wish to report any concerns or complaints regarding child safety, please see the General Manager and or the President and the appropriate steps will be taken in accordance with the Member Protection Policy section regarding child safety. All complaints will be logged into the complaints register found in the General Managers office.

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.

Non Compliance

In the first incident of behaviour that is deemed to be non-compliance with this policy and/or not acceptable by the club an Official Notice of Warning will be issued, however further sanctions may also apply dependent upon severity and consequences of offence. If a repeat offence occurs then further sanctions, including suspensions may be implemented. Concerns for child safety or breaches of law will be referred directly to appropriate authorities.