



# Rokewood Corindhap Football Netball Club

## Child Safe Policy

This Child Safe Policy was approved by the Committee of Management on **09/11/2022** and endorsed by General Members of Committee. It is due to be reviewed on **November 2026**

This policy was written to demonstrate the strong commitment of the management, staff, volunteers, parents and spectators, both football and netball to child safety and to provide an outline of the policies and practices we have developed to keep everyone safe from any harm, including abuse.

### Commitment to child safety

All children who come to Rokewood Corindhap 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 we have a zero tolerance to child abuse. We aim to create a child safe and child friendly environment where children feel safe and have fun.

This policy was developed in collaboration with all our staff, volunteers who use our services and their parents. It applies to all staff, volunteers, children and individuals involved in our organisation.

### Children's rights to safety and participation

Rokewood Corindhap Football Netball Club staff and volunteers encourage children to express their views. 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. We do this by education, child safety flyers and communication with Coaches.

### 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
- Seek appropriate staff from diverse backgrounds

## **Rokewood Corindhap Child Safe Policy ( continued )**

### **Recruiting staff and volunteers**

Rokewood Corindhap Football Netball Club applies the best practice standards in the recruitment and screening of staff and volunteers, both football and netball. We interview and conduct referee checks on all staff and volunteers and require police checks and Working with Children Checks for relevant positions before appointing. Our commitment to Child Safety and our screening requirements are included in all advertisements.

### **Supporting staff and volunteers**

Rokewood Corindhap Football Netball Club seeks to attract and retain the best staff and volunteers, both football and netball. 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, as provided by Netball Victoria and AFL Victoria guidelines/requirements.

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

**Adam Walton and Anne Smith** have been appointed as Child Safety Persons with the specific responsibility for responding to any complaints made by staff, volunteers, parents, or children. These two people are responsible for addressing any complaints/concerns with the President and parties concerned.

### **Risk Management**

We recognize the importance of a risk management approach to minimizing the potential for child abuse or harm to occur and use this to inform our policy, procedure, and activity planning. In addition to general occupational health and safety risks, we proactively manage risks of abuse to our children.

### **Reviewing this policy**

This policy will be reviewed every two years, and we undertake to seek views, comments and suggestions from children, carer's, staff, and volunteers.



## Rokewood Corindhap Football Netball Club

### Child Safety Code of Conduct

This Code of Conduct outlines appropriate standards of behaviour by adults towards children.

The Code of Conduct aims to protect children and reduce any opportunities for abuse or harm to occur. It also helps staff and volunteers by providing them with guidance on how to best support children and how to avoid or better manage difficult situations. All staff and volunteers are required to comply.

All Rokewood Corindhap Football Netball staff and volunteers are responsible for promoting the safety and wellbeing of children and young people by:

- Adhering to our Child Safety Policy, and other policies
- Taking all reasonable steps to protect children from abuse
- Treating everyone with respect, including listening to and valuing their ideas and opinions
- Welcoming all children and their families and carers and being inclusive
- Respecting cultural, religious and political differences and acting in a culturally sensitive way
- Modelling appropriate adult behaviour
- Listening to children and responding to them appropriately
- Reporting and acting on any breaches of this Code of Conduct. Complaints or concerns
- Complying with our guidelines on physical contact with children
- Working with children in an open and transparent way – other adults should always know about the work you are doing with children
- Respecting the privacy of children and their families, and only disclosing information to people who have a need to know
- By following all the 11 Standards of Child Safety.
- <https://ccyp.vic.gov.au/child-safe-standards/the-11-child-safe-standards>

## Victorian Child Safe Standards

1	Organisations establish a culturally safe environment in which the diverse and unique identities and experiences of Aboriginal children and young people are respected and valued.
2	Child safety and wellbeing is embedded in organisational leadership, governance and culture.
3	Children and young people are empowered about their rights, participate in decisions affecting them and are taken seriously.
4	Families and communities are informed and involved in promoting child safety and wellbeing.
5	Equity is upheld and diverse needs respected in policy and practice.
6	People working with children and young people are suitable and supported to reflect child safety and wellbeing values in practice.
7	Processes for complaints and concerns are child focused.
8	Staff and volunteers are equipped with the knowledge, skills and awareness to keep children and young people safe through ongoing education and training.
9	Physical and online environments promote safety and wellbeing while minimising the opportunity for children and young people to be harmed.
10	Implementation of the Child Safe Standards is regularly reviewed and improved.
11	Policies and procedures document how the organisation is safe for children and young people.

## Rokewood Corindhap Code of Conduct ( Continued)

### Rokewood Corindhap Football Netball staff must NOT

- Seek to use children in any way to meet the needs of adults
- Ignore or disregard any concerns, suspicions, or disclosure of child abuse
- Use prejudice, oppressive behavior, or language with children
- Discriminate based on age, gender, race, culture, vulnerability, or sexuality
- Initiate unnecessary physical contact with children or do things of a personal nature that children can do for themselves, such as toileting or changing clothes
- Develop 'special' relationships with specific children or show favoritism through the provision of gifts or inappropriate attention
- Exchange personal contact details such as phone numbers or email addresses with children. (may be provided to parents)
- Have unauthorized contact with children and young people online or by phone, all contact through Social Media eg: messenger must include a Parent/Adult if child is under 18yrs.

### RECORD KEEPING AND INFORMATION SHARING

- 1.1. Our Club is committed to making and retaining accurate records of reports of child safety related concerns and complaints.
- 1.2. Our Club will maintain records and outcomes of investigations and resolutions of concerns and complaints. In maintaining records of reports about child safety, our Club will maintain confidentiality and privacy for children and families in accordance with legislation.
- 1.3. As part of our Club's commitment to continuously improve our children and young people safety practices, the Club will review identified risks to child and young people through the incident management and record keeping process and will incorporate those risks into the risk management plan.
- 1.4. From time to time, our Club may share relevant information to promote the safety and wellbeing of children and young people where appropriate and in their best interest. This may include sharing information with external authorities to comply with the law or to prioritise the safety of a child or young person.