



## East Geelong Football & Netball Club

eastgeelongfnc@gmail.com  
PO Box 714, Geelong, 3220  
ABN 33 754 607 006

### **EAST GEELONG FOOTBALL AND NETBALL CLUB IS COMMITTED TO CHILD SAFETY AND WELLBEING**

- We want children to be respected, safe, happy and heard.
- We support and respect all children, as well as our volunteers and all club members and associates.
- We are committed to the safety, participation and wellbeing of all children associated with EGFNC.
- We have zero tolerance of child abuse, and all allegations and safety concerns will be treated seriously and with the respect and confidentiality they deserve.
- We have legal and moral obligations to contact relevant authorities when we are concerned about a child's safety.
- Our club is committed to preventing child abuse and identifying risks early and removing and reducing these risks.
- Our club has strong human resources and recruitment practices to reduce the risk of child abuse by any club represent who work with children.
- Our club is committed to regularly training and educating our members and affiliates on child abuse risks.
- We are committed to the cultural safety of Aboriginal and Torres Strait Islander children, the cultural safety of children from culturally and/or linguistically diverse backgrounds, and to providing a safe environment for children with a disability.
- We are committed to regular review and improvement.

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## **CHILD SAFETY AND WELLBEING POLICY**

### **INTRODUCTION**

The Betrayal of Trust Inquiry was initiated by the Victorian Parliament in April 2012. The final report was handed down in November 2013 and the Victorian Parliament gave its response in May 2014. It found that whilst the majority of children are safe in organisations, there are inadequate and inconsistent organisational approaches to child safety. Victorian organisations providing services to children (0-18) are now required under the *Child Wellbeing and Safety Act 2005* to ensure that they implement the Child Safe Standards (CSS) to protect children from abuse and harm.

Six months into the Victorian Inquiry the evidence heard and reported prompted former Prime Minister Julia Gillard to call for a Royal Commission in November 2012. The findings of the Royal Commission were handed down in December 2017. These reforms provide the basis for the development of child safe policies and procedures at East Geelong Football and Netball Club Inc.

### **SCOPE**

This Policy covers all activities involving children and young people participating in or at events organised by the East Geelong Football and Netball Club Inc. (EGFNC). This includes home and away matches, training and events hosted by the EGFNC, including those away from the club rooms.

### **APPLICATION**

The following policy applies to all EGFNC members, volunteers and club participants on how they behave with and around children. All the above have a role in keeping children safe, and in accordance with this policy they should:

- Recognise and understand indicators of child abuse
- Act on any concerns raised by a child
- Understand applicable laws relating to the protection of children and reporting and management of concerns raised.

### **RESPONSIBILITIES**

- All club members, volunteers and associates are jointly responsible for the safety of children and must adhere to the EGFNC Child Safety and Wellbeing Code of Conduct and this policy.
- The President and any Child Safety Officers have a responsibility for mandatory reporting to relevant authorities including Police, child protection or other relevant bodies in accordance with the reporting process of this policy.
- All members, volunteers, parents and children shall have the opportunity to contribute to the development of this policy and the associated Code of Conduct.

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### HEARING OUR CHILDREN'S VOICES

EGFNC has a commitment to encourage all children to be heard on issues that concern their safety and wellbeing. The club will listen to their views and treat their opinions with respect. We will listen to them when they feel unsafe and teach them what they can do in that situation.

The club has a commitment to listen to and act on any concerns that are raised by children or club participants.

Our club has a strong focus on diversity and works hard to develop a welcoming culture for people of all ethnic and cultural backgrounds. This includes:

- Cultural respect and participation of children of Aboriginal and Torres Strait Islander background.
- Cultural respect and participation for children of all cultural and/or linguistic backgrounds.
- Ensuring any child with a disability is welcomed and able to participate equally.

### RESOURCES FOR VOLUNTEERS

The EGFNC has a commitment to provide all required support to our volunteers to ensure they feel respected, valued, fairly treated and heard. To facilitate this the club has developed a Child Safety and Wellbeing Code of Conduct to provide resources to volunteers on expectations of behaviour.

The EGFNC will report any inappropriate behaviour to relevant authorities including Victoria Police or the Department of Human Resources, depending on the nature and severity of the matter at hand.

### SELECTION OF VOLUNTEERS

The EGFNC has the following steps in place for the selection of volunteers:

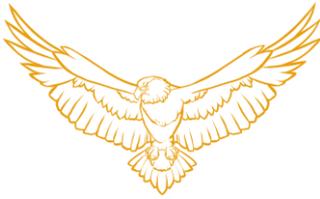
- Interview for core volunteer roles
- Require Working with Children Checks for relevant positions
- Our Child Safety Policy and Code of Conduct are included as part of the induction process for new volunteers.

EGFNC understands that when selecting volunteers, we have ethical as well as legislative obligations.

For more information: [Working with Children website](http://www.workingwithchildren.vic.gov.au/home/)  
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### ENSURING FAIRNESS AND PRIVACY

The wellbeing and safety of children at our club is of paramount importance. The EGFNC also has a commitment to ensure fairness for all volunteers and members. Any decisions made in relation to selection of volunteers, assessment of incidents and/or disciplinary action will always be conducted with fairness and privacy and in accordance with transparent processes and evidence based.

Any allegations of abuse or safety concerns are recorded using our incident reporting form. All records are securely stored. Should an allegation of abuse or a safety concern be raised, the EGFNC commits to update involved parties on any progress and/or actions undertaken.

Any personal information provided will be treated with privacy, unless there is an imminent risk to someone's safety. Everyone is entitled to know how this information is recorded, what will be done with it and who will have access to it. This is intended to protect reporters and to ensure that all members of EGFNC are comfortable in disclosing any allegations or concerns in relation to child safety without repercussions.

### RESPONSIBILITIES

EGFNC takes its legal responsibilities seriously, this includes:

- **Failure to protect a child from sexual abuse.** All volunteers in positions of authority will commit an offence if they know of a substantial risk of child sexual abuse and have the power or responsibility to reduce or remove the risk, but negligently fail to do so.
- **Grooming.** It is an offence to target communication, including online communication, with a child under the age of 16 or their parents with the intent of committing child sexual abuse.
- **Failure to disclose:** All adults in Victoria who have a reasonable belief that an adult has committed a sexual offence against a child under 16 have an obligation to report that information to Victoria Police
- **Mandatory reporting:** Any Committee member or volunteers who are mandatory reporters; that is: doctors, nurses, midwives, teachers, principals, police officers, out of home carers (excluding voluntary foster and kinship carers), early childhood carers and youth justice workers as well as registered psychologists, must comply with their duties
- **Reporting:** The President of EGFNC must be made aware of any allegations of physical and sexual abuse, sexual misconduct, significant emotional or psychological harm or significant neglect by a volunteer or club participant towards a child as outlined in the Club reporting process.
- **Duty of care:** If a child is abused by an individual associated with our organisation, our organisation is presumed to have breached its duty of care unless it can prove that it took 'reasonable precautions' to prevent the abuse in question.

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### MANAGEMENT OF RISKS

The club accepts the importance of a risk management approach to minimisation to potential for harm to a child's safety or wellbeing. This approach has been used to develop this policy and procedures in relation to our young members. To reduce risk of child abuse occurring, adults associated with the EGFNC who this policy applies to, if possible, should avoid direct and unsupervised contact with children, including:

- The use of change room facilities
- Use of overnight accommodation
- Travelling
- Direct physical contact when coaching children

### REPORTING

EGFNC takes any allegations of abuse of children seriously and has reporting procedures in place to appropriately deal with any allegations made.

The Club has appointed a **Child Safety and Wellbeing Officer** whose details are available on the website and are displayed at the Clubrooms. The reporting process is available on the website.

The EGFNC will work to ensure all children, families, Committee members and volunteers know what to do and who to tell if they observe abuse, are a victim or if inappropriate behaviour is observed.

Everyone associated with EGFNC jointly have a responsibility to report an allegation of abuse if we have a reasonable belief that an incident took place. If an adult has a **reasonable belief that an incident has occurred then they must report the incident**. Factors contributing to reasonable belief may include:

- A child saying that they or someone they know have suffered abuse
- Observed behaviour consistent with abuse is observed
- A third party has raised suspicion of abuse but are unwilling to report
- Observation of suspicious behaviour

### REVIEW

A review of this policy will be undertaken every two years and/or following reporting of any incident.



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### ADDITIONAL INFORMATION

For further information, see links below:

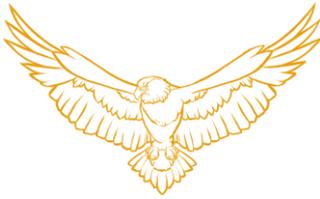
<https://providers.dhhs.vic.gov.au/child-safe-standards>

<https://ccyp.vic.gov.au/child-safety/>

<https://www.justice.vic.gov.au/safer-communities/protecting-children-and-families/betrayal-of-trust-fact-sheet-the-new>

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### LEGISLATION, OFFENCES AND POLICIES

<b>Acts</b>	<ul style="list-style-type: none"><li>• Children Youth and Families Act (2005)</li><li>• Working with Children Act (2005)</li><li>• Child Wellbeing and Safety Act (2005)</li><li>• Child Wellbeing and Safety Amendment (Child Safe Standards) Act 2015</li><li>• Child Wellbeing and Safety Amendment (Oversight and Enforcement of Child Safe Standards) Act 2016</li><li>• Child Wellbeing and Safety Amendment (Child Safe Standards) Regulations 2015</li><li>• Children Legislation Amendment (Reportable Conduct) Act 2017</li><li>• Child Wellbeing and Safety (Information Sharing) Regulations 2018</li><li>• The Charter of Human Rights and Responsibilities Act (2006)</li><li>• The Commission for Children and Young People Act (2012)</li><li>• Privacy and Data Protection Act (2014)</li><li>• Family Violence Protection Act (2008)</li><li>• Family Violence Protection (Information Sharing and Risk Management) Regulations 2018.</li></ul>
<b>Criminal offenses</b>	<ul style="list-style-type: none"><li>• Failure to protect a child from sexual abuse (2015)</li><li>• Failure to disclose child sexual abuse (2014)</li><li>• Grooming offence (2014)</li></ul>
<b>EGFNC Policies and procedures</b>	<ul style="list-style-type: none"><li>• Child Safety and Wellbeing statement and Policy</li><li>• Child Safe Reporting Process</li><li>• Child Safety and Wellbeing Code of Conduct</li><li>• Recruitment processes</li><li>• Guideline on interacting with children</li></ul>

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