



GREENSBOROUGH JUNIOR FOOTBALL CLUB

Child Safety and Wellbeing Policy

1. Purpose

To demonstrate the strong commitment of the committee and volunteers of the Greensborough Junior Football Club (GJFC) and the Northern Football Netball League (NFNL) to child safety and to provide an outline of the policies and practices that have been developed to keep everyone safe from any harm, including abuse.

2. Scope

To actively support this commitment, the GJFC will adopt the NFNL Child Safety and Wellbeing Policy (June 2022).

Child Safety Mission Statement

The Northern Football Netball League and Greensborough Junior Football Club are committed to promoting and protecting the safety and well-being 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 GJFC has a zero tolerance to child abuse. The GJFC will present an environment that will always consider and put measures in place to ensure the safety of children.

3. Policy

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 GJFC and NFNL are committed to reducing the risk of occurrence.

Children and Families' Rights to Safety and Participation

GJFC encourage children and their families to express their views about their safety. We will listen to their suggestions, especially on matters that directly affect them. We will actively encourage all children and families 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.
- promote the cultural safety, participation and empowerment of children from LGBTI+ backgrounds and their families.
- welcome children with a disability and their families and act to promote their participation.
- seek appropriate staff from diverse cultural backgrounds; and
- Address all instances of racism with appropriate consequences.

Recruiting and Supporting Volunteers

GJFC will take the following steps to ensure best-practice standards in the recruitment and screening of volunteers:

- Require Working with Children Checks for all positions.

We will provide support and supervision, so people feel valued, respected and fairly treated. We will support our committee, members and volunteers through ongoing training to develop their skills to protect all children from abuse. The NFNL has developed a Code of Conduct to provide guidance to our committee, members and volunteers, all of whom receive training on the requirements of the Code (*See NFNL CCS Code of Conduct 202, link in resources below*).

Reporting a child safety concern or complaint

The NFNL has appointed NFNL CEO Peter McDougall as Child Safety Officer with the specific responsibility for responding to any complaints made by staff, volunteers, parents or children. He can be contacted by phone on (03) 9435 8228. All complaints will be taken seriously and responded to promptly.

The GJFC will co-operate with law enforcement agencies as required. GJFC will have an appointed Child Safety Person(s) who can be contacted through the club. The GJFC 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.

Child Safety Officer

Since 2019, each club should have a dedicated Child Safety Officer. For the NFNL to continue providing clubs with Child Safety updates, we require the contact details of all Child Safety Officers. (Name and email address of the Child Safety Officer need to be sent to cgriffiths@nfnl.org.au)

AFL Safeguarding Webinar Series

The AFL is hosting Child Safety Webinars to assist in educating yourself and your members. Recordings of the webinars can be found on the AFL Club Help website here: <https://www.afl.com.au/clubhelp/safeguarding-children/webinars>

4. Related Policies and other documents

- NFNL Child Safety and Wellbeing Policy
<http://nfnl.org.au/child-safety-policy/>
- NFNL Child Safety Code of Conduct
<http://nfnl.org.au/wp-content/uploads/2022/06/NFNL-CSS-Code-of-Conduct-2022.pdf>
- Child Safety Reporting Flowchart
<http://nfnl.org.au/wp-content/uploads/2022/06/Child-Safety-Reporting-Flowchart-2022.pdf>
- NFNL Child Safeguarding Handbook
<http://nfnl.org.au/wp-content/uploads/2022/06/NFNL-Child-Safeguarding-Handbook.pdf>
- NFNL Child Safety Incident Report form
<http://nfnl.org.au/wp-content/uploads/2022/06/NFNL-CSS-Incident-Report-Form-2022.pdf>
- NFNL Child Safety Role Appointment Template
<http://nfnl.org.au/wp-content/uploads/2022/06/NFNL-CSS-Role-Appointment-Template-2022.pdf>
- NFNL Child Safety Safeguarding Self Audit Toolkit
<http://nfnl.org.au/wp-content/uploads/2022/06/NFNL-Child-Safeguarding-Self-Audit-Toolkit.pdf>
- AFL Safeguarding Child and Young People Policy
<https://resources.afl.com.au/afl/document/2021/03/10/9768761f-40d8-4a58-a598-19704f397710/Safeguarding-Children-and-Young-People-Policy-version-dated-05032021-.pdf>
- AFL Safeguarding Children
<https://www.afl.com.au/clubhelp/safeguarding-children>

- AFL Child Safeguarding Webinar series

<https://www.afl.com.au/clubhelp/safeguarding-children/webinars>

Modification and Review

- The contents of this document represent the current policy and procedures of GJFC.
- This policy is subject to a review every 2 years and will be amended appropriately.
- Amendments will be communicated to members as and when appropriate, to ensure that it remains current.

Version control

Version	Date	Description	Reference
0.1	June 2022	Draft provided	

APPROVAL

Approved by the GJFC Committee

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President

Name: Andrew Cleary

Date: June 2022