



Ocean Grove Cobras Junior Football Club

CHILD SAFETY POLICY

Last Updated: March 2021

PURPOSE

To ensure The Ocean Grove Collendina Cobras Junior Football Club provides an environment that protects the safety and well-being of children associated with the club and can respond in the case of any child safety disclosure.

OUR COMMITMENT

The Ocean Grove Collendina Cobras Junior Football Club (OGCCJFC) has a zero tolerance approach to child abuse. It is 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 and prevent abuse and neglect from occurring by fostering a child safe culture (Adapted from AFL Victoria commitment to child safety).

BACKGROUND

From 1 January 2017, new Child Safety Standards were implemented in the state of Victoria and now apply to sporting organisations that operate and provide sporting services directly to children within the state. Victoria's Commission for Children and Young People have new regulatory powers to oversee and enforce compliance with the standards. It can request information and documents from organisations and inspect premises where services are provided for children, or where a child is engaged to provide services or facilities. The Standards relate to child protection within clubs, and include requirements to have practices, procedures and policies in place to prevent and respond to allegations of child abuse. The Child Safe Standards have been introduced as a compulsory, minimum standard of safety in all organisations providing services to children. The Standards aim to drive cultural change in organisations, so that protecting children from abuse is embedded in everyday thinking and practice. The seven standards are:

Standard 1: Strategies to embed an organisational culture of child safety, including through effective leadership arrangements.

Standard 2: A child safe policy or statement of commitment to child safety.

Standard 3: A code of conduct that establishes clear expectations for appropriate behaviour with children.

Standard 4: Screening, supervision, training and other human resources practices that reduce the risk of child abuse by new and existing personnel.

Standard 5: Processes for responding to and reporting suspected child abuse.

Standard 6: Strategies to identify and reduce or remove risks of child abuse.

Standard 7: Strategies to promote the participation and empowerment of children.

THE PRINCIPLES OF APPLICATION

These seven Standards must be applied in a manner that promotes:

1. The cultural safety of Aboriginal children
2. The cultural safety of children from a culturally and/or linguistically diverse background
3. The safety of children with a disability.



Ocean Grove Cobras Junior Football Club

CHILD SAFETY POLICY

Last Updated: March 2021

WHAT OUR CLUB WILL DO

In implementing changes to meet their Child Safety responsibilities, AFL Victoria recommends clubs take 5 steps

1. Establish a Working with Children register of club members who are undertaking roles with children and record they have registered on their own account that they volunteer with Ocean Grove Cobras Junior Football Club.
2. Appoint a Child Safety Officer. This role has formal reporting, monitoring and pastoral care duties. Children in the club will be made aware of what the person is there for i.e. someone to speak to if a child is feeling unsafe. This role will also support club volunteers to ensure they too can be approached if a child has a safety concern.
3. Communicate reporting procedures to club members/parents/guardians.
4. Comply with AFL social media policies.
5. Ensure recruitment processes include a strong focus on Child Safety Standards including reference checks, mandatory WWCC and probation period.

The OGCCJFC is committed to implementing these five steps as well adhering to the guidelines below which are taken from AFL Victoria's child safety policy documents.

WWCC GUIDELINES

AFL Victoria WWCC guidelines state that all who are working unsupervised with children under 18 years of age should have a current WWCC. These guidelines remain current and should be the guide for all who are working with children in any AFL Victoria Affiliate. Any person who is going to be involved in overnight camps with children (i.e. pre-season camps) must also have a current WWCC. All who are working with children in any AFL Victoria Affiliate should ensure that they list their Club or NAB Auskick Centre as an employer on the WWCC website. This can be simply done by logging into the below website and including the Club/Centre details: <https://online.justice.vic.gov.au/wwccu/login.doj?next=vtecheck>

It is the responsibility of all Clubs to establish a register of each WWCC for all who will be working with children within their programs.

The OGCCJFC will go further than this, requiring WWCC from committee members, coaches, first aid officers, team managers, and anyone else having direct contact with children at the club.

REPORTING PROCEDURE

- a) If a child is in immediate danger call 000 and seek assistance from Victoria Police.
- b) Any reports of child safety concern are to be made to the Child Safety Officer (CSO). The CSO will follow Vicsports 'Guide to responding to and reporting child safe concerns'. Child Safety Officer to stay in contact with reporter and alleged victim to provide support.
- c) Child Safety Officer to communicate to OGCCJFC President. Detailed written report must be recorded including Who, What, When, Where & Why the incident is of concern and securely stored with the CSO and President.



Ocean Grove Cobras Junior Football Club

CHILD SAFETY POLICY

Last Updated: March 2021

- d) **CSO or President** to report to higher level AFL Victoria Management if necessary i.e. if report was communicated to the Police or is of significance to higher level management.
- e) Alleged perpetrator (if a member of staff or volunteer) to be stood down until investigations completed.
- f) If alleged perpetrator is a member of staff or volunteer, local or AFL Victoria independent investigation to take place. Approval of investigation process from higher level AFL Victoria Management required.

SOCIAL MEDIA USE

Clubs need to adopt the AFL Victoria Social Media Guidelines for all communication with children within the Organisation. These guidelines would be in addition to any Cyber Safety Policies which Leagues and Affiliates have in place currently and not replace local Cyber Safety Policies.

1. No adult in a role working with children in an AFL Victoria Affiliate should engage in individual social friendships with children from the Club/Program/NAB Auskick Centre on personal social media sites.
2. Multiple adults, including Club President, Senior Manager or Centre Coordinator, should be part of the contact list and included in any social media communication with children from, or on behalf of the Centre/Club, or regarding Centre/Club details.
3. When setting up a social media platform connected with any club or individual team within the club, an administrator should be appointed as someone who will check on the status of posts and comments.
4. Confidentiality is important, permission must be obtained from parents for any use of a child's name or photo to be used in any postings, this is particularly important in case of any custody issues or privacy required.

RECRUITMENT PROCESSES

Child Safe Standards are integral in any appointment to an AFL Victoria Affiliate which is providing football for players under 18 years of age. CSS should be addressed for appointments to positions where the person will be working directly with children, and the processes used for appointments need to include clear steps that are addressing the requirements of the Child Safe Standards.

The following steps are provided by AFL Victoria as the minimum which the Affiliate must undertake to appoint people. Each Centre/Club/League will have current position selection criteria relevant to the role to be filled, and the statement that AFL Victoria and the relevant Centre/Club/League is a Child Safe Organisation needs to be included in this. A detailed position description, including reference to the commitment of the club to Child Safe Standards (AFL National Child Safety Policy) should be made available to all potential applicants for the identified roles.

All positions which are going to have people working with children within Centres/Clubs/Leagues should include a formal application process which requires a written application including the following details:

Contact details for two referees relevant to the role which is being applied for.



Ocean Grove Cobras Junior Football Club

CHILD SAFETY POLICY

Last Updated: March 2021

Proof of a current or evidence of application for a Working With Children Check.

WWCC number (if currently held) and alignment of the card to the Centre/Club/League

A formal interview process should be undertaken for roles identified as directly involving work with children, including within this, interview questions identifying:

Why the person wishes to work with children?

The candidate's history of working with children and why they left previous positions?

Create scenarios that might occur specific to the role where the person will need to interact with children, and question the applicant on how they would deal with the situation. Ensure that the applicant is aware that the referees will be contacted, and follow the process through to speak directly to the listed referees. If unable to be contacted, discuss alternates with the applicant.

A probation period during the initial stages of appointment may be part of these appointments. Such a probation period provides the NAB AFL Auskick Centre or Club with a mechanism to address any concerns that might arise after an appointment is made, and enables for the appointment to be terminated under the terms of the appointment. Probation review should be undertaken in accordance with what has been provided in the initial role description.

MORE QUESTIONS?

If you have any questions about the clubs child safety policies, please contact our Child Safety Officer (See club website for contact details).