

Baulkham Hills Football Club (BHFC)



Child Safe Policy

Adopted from VicSport Child Safe Policy

Version:1.1

Date:07/01/2020

Revision Date: 07/01/2022

Endorsed By: BHFC executive

Purpose

This policy was written to demonstrate the strong commitment of the management, staff and volunteers of BHFC to child safety and to provide an outline of the policies and practices the Club has developed to keep everyone safe from harm, including abuse.

Commitment to Child Safety

All children who are a part of the 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.

Application of this Policy

This policy was developed by the Club and in collaboration with BHFC executive team, volunteers and the children who use our services and their parents.

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 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.

Our club has a Suggestion box at the canteen and all participants are encouraged to make suggestions, anonymously if they choose, by putting a suggestion in the box.

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; and
- seek appropriate staff from diverse cultural backgrounds.
- Our club supports and promotes the All Abilities football program run by Hills Football Inc Association

Recruiting staff and volunteers

The Club takes the following steps to ensure best practice standards in the recruitment and screening of all volunteers:

- Require Working with Children Checks for relevant positions.
- Our commitment to Child Safety and our WWC requirements are on our website and are part of the induction process for new volunteers.
- Our website prominently advertises our commitment to being a childsafe organisation
- Our Club executive completes child safe training via the Play by the Rules Organisation

Supporting staff and volunteers

The Club seeks to attract and retain volunteers. We provide support so people feel valued, respected and fairly treated. We have a coach and managers Code of Conduct:

<https://hillsfootball.com.au/app/uploads/2018/09/Hills-Football-Coaches-Code-of-Conduct-Policy-Version-1.1.pdf>

to provide guidance to our volunteers, all of whom receive access to the requirements of the Code.

Our Club ensures that our Parent/Guardian Code of Conduct is available to and promoted to all families who register their child to play football our club.

Reporting a child safety concern or complaint

The Club has appointed Bronwyn Henson as Member Protection Officer (MPO) with the specific responsibility for responding to any complaints made by volunteers, parents or children. That person can be contacted by email: childsafety@bhfc.org.au

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.

Our club has a Guidelines for Interacting with Children document that should be observed at all times by any volunteer within our organisation.

Reviewing this policy

This policy will be reviewed every two years and we undertake to seek views, comments and suggestions from children, parents, carers, staff and volunteers involved in the Club.

BHFC Disclaimer

The information contained within this template document is general in nature. It should not be considered as a substitute for legal advice.

*This document was developed utilising and adapting content from:
The Commission for Children and Young People (2016), Child Safe Policy*