

THE CHILD SAFE/CHILD PROTECTION POLICY FOR THE YANKALILLA FOOTBALL CLUB

This Child Safety Policy was approved by the committee on April 2nd 2013 and endorsed by members. It is due to be reviewed on the 2nd April 2015.

This policy was written to demonstrate the strong commitment of the management, employees and volunteers to child safety and establishing and maintaining child safe and child friendly environments.

Commitment to child safety

All children who come to The Yankalilla Football Club have a right to feel and be safe. The Yankalilla Football Club is committed to the safety and wellbeing of all children and young people accessing our services and the welfare of the children in our care will always be our first priority. 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 employees, volunteers and the children who use our services and their parents. It applies to all employees, volunteers, children and individuals involved in the organisation.

Children's rights to safety and participation

The Yankalilla Football Club employees and volunteers encourage children to express their views, and make suggestions, especially on matters that directly affect children. We actively encourage all children who use our services to 'have a say' about those things that are important to them. We value diversity and do not tolerate any discriminatory practices.

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.

Recruitment of employees and volunteers

The Yankalilla Football Club applies the best practice standards in the recruitment and screening of employees and volunteers. We interview and conduct referee checks on all employees and volunteers and require criminal history reports for prescribed positions as specified under the Children's Protection Act 1993.¹ Our statement of commitment to child safety and our requirements are included in all advertisements.

Support for employees and volunteers

The Yankalilla Football Club seeks to attract and retain the best employees and volunteers. 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 employees and volunteers, all of whom receive training on the requirements of the code.

Reporting and responding to suspected abuse and neglect

We The Yankalilla Football Club will not tolerate incidents of child abuse. Abuse and neglect includes:

- Physical abuse - when a person purposefully injures or threatens to injure a child or young person.
- Emotional abuse - an attack on a child or young person's self-esteem e.g. through bullying, name calling, threatening, ridiculing, intimidating or isolating the child.
- Sexual abuse - any sexual act or sexual threat imposed on a child or young person.
- Neglect - where a child or young person is harmed by the failure to provide the basic physical or emotional necessities.

Employees and volunteers must notify the Child Abuse Report Line on 13 14 78 as soon as practicable if they have a reasonable suspicion that a child has been or is being abused or neglected.

We are responsible for ensuring that employees and volunteers are aware how to make appropriate reports of abuse or neglect. We will also provide opportunities for employees and volunteers to attend an information session on mandatory reporting.

A person does not necessarily exhaust his or her duty of care to a child by making a report to the Child Abuse Report Line – they may still have a role in supporting the child or young person. For example, employees and volunteers may also report any form of abuse to for further support or to ensure that takes all reasonable steps to keep the child and others safe.

THE CODE OF CONDUCT

The Yankalilla Football Club endorses the following code of conduct to provide guidance to our employees and volunteers responsible for activities involving children and young people under the age of 18 years. The code serves to protect children and reduce any opportunities for abuse or harm to occur. Management, employees and volunteers all agree to abide by code of conduct.

Management will:

- Be responsible for the overall welfare and wellbeing of employees and volunteers.
- Be accountable for managing and maintaining a duty of care towards employees and volunteers.
- Appoint a committee person to provide information and support to all employees, volunteers, children, young people and their families regarding child protection matters.

Employees will:

- Be responsible for the administration and programs of The Yankalilla Football Club.
- Maintain a duty of care towards others and be accountable for matters relating to the aim and purpose of The Yankalilla Football Club.

- Establish and maintain a child safe environment in the course of their work (e.g. when conducting activities related to the aim and purpose of The Yankalilla Football Club).

Employees and volunteers will:

- Be fair, considerate and honest with others.
- Treat children and young people with respect, listen to and value their ideas and opinions and protect their wellbeing.
- Operate within the rules and policies of The Yankalilla Football Club and its activities.
- Be professional in their actions through their use of language, presentation, manner and punctuality.
- Resolve conflicts fairly and promptly and report and act on any breaches of these standards of behaviour through established procedures.
- Maintain strict impartiality.
- Comply with specific organisational guidelines on physical contact with children.
- Respect the privacy of children and their families and only disclose information to people who have a need to know.
- Maintain a child safe environment for children and young people.

We will not:

- Use prejudice, oppressive behaviour or language with children.
- Discriminate on the basis of 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.
- Develop 'special' relationships with specific children for our own needs.
- Show favouritism through the provision of gifts or inappropriate attention.
- Have contact with children outside of the organisation's programs.

Signed:



President of The Yankalilla Football Club

Date 2nd April 2013

Review Date: 2nd April 2015

Useful information and services

Child Abuse Report Line 13 14 78

The Office for Volunteers website (includes links to information about child protection and mandatory reporting): http://www.ofv.sa.gov.au/child_protection_act.htm

The Families SA Child Safe webpages (which contain detailed information about child safe environments including useful resources, information sheets and guidelines):
www.families.sa.gov.au/childsafe.

The Families SA – Reporting child abuse and neglect webpage includes information about mandated notification such as training courses and workshops at:
<http://www.familiesandcommunities.sa.gov.au/Default.aspx?tabid=838> or telephone DFC College of Learning and Development on (08) 8207 1804.

The following documents can be accessed from:
<http://www.familiesandcommunities.sa.gov.au/Default.aspx?tabid=1061>:

- Child Safe Environments: Principles of Good Practice (Standards of conduct and care for adults in dealing with children and for ensuring the safety of children)

The Children's Protection Act 1993 requires (at section 8C(1)) that all government organisations and certain non-government organisations develop appropriate policies and procedures to establish and maintain child safe environments. These policies and procedures must reflect the standards and principles of good practice developed by the Chief Executive, Department for Families and Communities

- Child Safe Environments: Standards for dealing with information obtained about criminal history of employees and volunteers who work with children

These standards are issued pursuant to section 8A of the Children's Protection Act 1993 by the Chief Executive of the Department for Families and Communities. The Children's Protection Act 1993 requires (at section 8B(3)) that the standards be observed in dealing with information obtained about the criminal history of employees and volunteers who work with children in government and non-government organisations.

- Child Safe Environments Principles of Good Practice Fact Sheet
- Child Safe Environments: Frequently Asked Questions