



Child Safe Standards

Members Presentation

AGENDA



Introduction

Policy

Reporting

Club Responsibility

INTRODUCTION



- April 2012 – Vic Gov initiated inquiry into the handling of child abuse allegations
- November 2013 - Betrayal of Trust report presented to Parliament
- Government supported recommendations and initiated its response.
- Introduction of 7 Child Safe Standards to embed a child safe culture into organisations.
- What it means for Clubs
 - Compliance, appoint Child Safety Officer, and consideration in all aspects with child safety in mind
- What the League has done
 - Established policy documents clubs can adopt, and supporting resources to assist clubs with all aspects of Child Safety.

INTRODUCTION



The Seven Standards

1. Strategies to embed an organisational **culture of child safety**, including through effective leadership arrangements;
2. A **child safe policy** or statement of commitment to child safety;
3. A **code of conduct** that establishes clear expectations for appropriate behaviour with children
4. Screening, supervision, training and other **human resources practices** that reduce the risk of child abuse by new and existing personnel;
5. Processes for **responding to and reporting** suspected child abuse;
6. Strategies to **identify and reduce or remove risks** of child abuse;
7. Strategies to promote the **participation and empowerment of children.**

Each of the Standards must also be understood and applied in the context of:

- The cultural safety of Aboriginal children;
- The cultural safety of children from a culturally and/or linguistically diverse background;
- The safety of children with a disability

Policy



Child Safety Policy

All Members need to be aware of the policy and code of conduct (have copies available at the club)

Club will email this information out to all members

Club will also have these documents available on the club website.

All additional resources regarding child safety (reporting template, recruitment template etc) will also be accessible through the club website.

Policy

Working with Children Check



The following individuals are required to obtain a WWCC

- Coaches
 - Assistant Coaches
 - Trainers
 - Runners
 - Team Managers
 - Child Safety Officer
 - President, Secretary, and club Committee Members
 - Club Tribunal Advocates
 - Any adult attending an overnight trip with a junior team
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- *Not required to have a WWCC: Club umpire (Boundary & Goal), water carriers*
 - *Working with Children Check also needs to be aligned with the organisation you are helping (therefore align with the club).*
 - *This accreditation along with others must then be entered into the Everproof system (contact your club secretary about how to do this)*

Policy



Recruitment

The Club will now adhere to the following recruitment strategies

- Adhere to sound practices by having formal applications and interviews (using recruitment template)
- Activate proper screening processes: WWCC's, referee checks, police checks for relevant positions, checking if new coaches have previously received Citations etc
- Ensure personnel holding all required qualifications (coaching accreditation, Sports Trainer, WWCC's)
- Discuss commitment to child safety as part of induction to role (provide each role with a hard copy of the NFNL Child Safety Policy)

Policy

Recruitment



Child Safe Standards Role Appointment Details



Name: _____

Role Appointment: _____

Contact Number: _____

Email Address: _____

WWCC Number: _____

Copy of WWCC card and proof of alignment to be supplied.

Why I wish to work with children in football?

Any relevant history working/volunteering with children?

Reasons for leaving previous roles working with children?

Referee 1 Name: _____

Referee 1 Organisation: _____

Referee 1 Role/Title: _____

Referee 1 Contact Number: _____

Referee 2 Name: _____

Referee 2 Organisation: _____

Referee 2 Role/Title: _____

Referee 2 Contact Number: _____

Policy

Risk



It is not just the Child Safety Officer or committees role to assess risks, we all must;

- Analyse situations/processes in preventing and minimising the chance of incidents before they happen
- Risk assessments
 - Performed regularly – a staggered approach can be beneficial
 - Examine all aspects of the clubs operations and facilities
 - Contact the CSO if you see a perceived risk
- We all must be aware of behaviour that could be misconstrued
 - Eg. A trainer taking a child into the rooms alone could give the wrong impression, even though treating the child is part of their role (*if possible take another person in with them*).

Reporting



Child abuse is an act or omission by a parent, caregiver, other adult or child that endangers or impairs a child's physical or emotional health and development.

Types of child abuse include:

- **Physical, emotional, sexual and neglect**
- **Family violence:** occurs when children are forced to live with violence between adults in their home, and can be very harmful. Exposure to family violence places children and young people at increased risk of physical injury and harm, and has a significant impact on their wellbeing and development.
- **Grooming:** is the behaviours used to prepare a child with the intention of sexually abusing them. This includes building a trusting relationship with a child and their parents/carers, and 'special relationships' and spending time alone with children or outside the work role. It graduates from attention-giving and non-sexual touching to increasingly intimate and intrusive behaviours.

Reporting



The following are types of abuse and examples/signs to look out for;

Physical abuse is intentionally causing or threatening to cause physical injury to a child, or inadvertently causing injury as a consequence of physical punishment or physically aggressive treatment.

Examples: Physical assault, hitting, shaking, restraining, etc.

Signs: Bruises, cuts, burns, fractures, covering up seemingly unnecessarily

Emotional abuse occurs when a person engages in inappropriate behaviours such as rejecting, ignoring, humiliating, isolating, threatening or verbally abusing a child, or allowing others to do so.

Examples: Yelling, ignoring, teasing, verbal abuse, bullying, etc.

Signs: Delayed physical/emotional development, withdrawn, low self esteem, shy, agitated, anxious, self harming

Reporting



Sexual abuse is when any person uses their authority over a child to involve the child in any sexual activity.

Examples: Fondling genitals, masturbation, penetration, voyeurism and exhibitionism, exposure to pornography, sexting, etc.

Signs: Bruising, withdrawal, anxious, over-sexualisation, secretive, low self esteem, weight loss, self harming

Neglect means failing to meet a child's basic needs such as providing adequate food, drink, shelter, clothing, supervision, hygiene or medical attention.

Examples: Withholding any basic need, lack of emotional support, no security or stability, withholding education, etc.

Signs: Hunger, lack of clothing, homeless, poor hygiene, stealing, skinny, tired, regularly ill, attention seeking



Important to remember: not all child safety issues are criminal or high-impact. The definition of child abuse covers negligence and minor cases of inappropriate behaviour or communication

Reporting to Club CSO



If you suspect a child is being abused any way as highlighted above please contact the club Child Safety Officer (CSO).

If a child comes to you alleging something has occurred to them or a friend please contact the CSO

It is not your responsibility to investigate the alleged incident that is the role of the CSO.

If you provide the CSO with whatever information you have on hand they will do the rest.

Ensure you follow the next slides "Do's" and "Don'ts" if a child provides you with information pertaining to abuse allegations

Reporting to Club CSO



DO	DON'T
Reassure the child / young person that you believe them	Make promises that you cannot keep
Be calm, supportive and reassuring	Promise not to tell anyone
Reassure them that the abuse is not their fault	Push the child to give details of the alleged abuse
Concentrate on their feelings rather than on questions and answers	Use leading questions
Explain what you are going to do now that you have been told (talk to CSO)	Leave the child alone in a distressed state, or write things down during conversation

Child Safety Reporting Process

**Child is in Immediate
Danger**



Call 000

A Child Safety Concern

May be made by a parent, child, staff member or volunteer.

- Disclosure of abuse or Harm
- Allegation, suspicion or observation
- Breach of Code of Conduct
- Environmental safety issues



Concern Communication

This concern is communicated to the Child Safety Person by face to face, verbal report, letter, email, phone call or meeting.



Abuse Allegations/Criminal

If there is reasonable grounds to believe a child is in need of protection from abuse Child Safety Person to notify the police ASAP, also notify the NFNL CSO



Police Matter

This now becomes a police matter and the club and members are to assist as required.



Non Criminal Child Safety Concern

Discuss concern with affected parties



Gather Information

Advise NFNL of the complaint, investigate the complaint, refer to policies when dealing with the complaint.



Outcome

Notify all relevant parties of the outcome, update policies if required. Implement re-education of all volunteers if required, CSO keeps a record of matter.

Club Responsibility



Empowerment

- About ensuring children feel confident enough to speak up and know they will be listened to and taken seriously
- Giving children a voice in their football/netball experience, not just safety issues
 - If they see their opinions are taken on board with smaller things (eg training or social events) they will likely feel more comfortable to speak up about something serious
- Embracing and celebrating differences and personalities
 - Cultural, language, beliefs, disabilities etc
- Work as a collective group and discuss with children any initiatives they may want or you think would be a good idea (buddy system).