



CHILD SAFE POLICY

Williamstown Juniors Football Club Child Safe Policy and Code of Conduct 2018

The Williamstown Juniors Football Club have developed the following 'Child Safe Policy' and 'Code of Conduct'. This policy is an overarching document that provides key elements of our approach to protecting children from abuse. Our policy is designed to be communicated to all members of our club.

ATTENTION: The following is a 'Child Safe Policy' and 'Code of Conduct' which meets the guidelines set out in the Victorian Child Safe Standards.

Statement of Commitment to Child Safety

Child abuse includes sexual offences, grooming, physical violence, serious emotional or psychological harm, serious neglect and a child's exposure to family violence. The Williamstown Juniors Football Club are committed to the protection of all children from all forms of child abuse and demonstrates this commitment through the implementation of a comprehensive Child Safe Program designed to keep children safe.

At Williamstown Juniors, we have a zero tolerance for child abuse and are committed to acting in a child's best interest and in keeping them safe from harm. The club regards its child protection responsibilities with the utmost importance and as such, is committed to providing the necessary resources to ensure compliance with all relevant child protection laws and regulations and maintain a child safe culture.

Child Safe Principles

The club's commitment to child safety is based on the following overarching principles that guide the development and regular review of our practices, policies and procedures to protect children from abuse.

1. All children have the right to be safe.
2. The welfare and best interests of the child are paramount.
3. The views of the child and a child's privacy must be respected.
4. Clear expectations for appropriate behaviour with children are established in our Child Safety Code of Conduct.
5. The safety of children is dependent upon the existence of a child safe culture.

6. Child safety awareness is promoted and openly discussed within our wider community.
7. Procedures are in place to screen all official members of our club who have direct contact with children. Current Working with Children Checks are mandatory for all club officials directly dealing with children. Including, but not limited to; Coaches, Trainers and Team Managers.
8. Child safety and protection is everyone's responsibility.

CODE OF CONDUCT

A Child Safety Code of Conduct lists behaviours that are acceptable and those that are unacceptable. It provides a high-level statement of boundaries, ethical behaviour and acceptable and unacceptable relationships.

When individuals are clear about behavioural expectations, they are much more likely to act appropriately with each other and with children. When everyone is educated about the Code of Conduct and the reasons it is so important to uphold, the Club environment becomes much more transparent and people are accountable for their behaviour. Above all, a Child Safety Code of Conduct helps to protect children from harm.

Our Child Safety Code of Conduct

This Child Safety Code of Conduct outlines appropriate standards of behaviour for all adults towards the junior players and members of our club. The Code serves to protect children, reduce any opportunities for abuse or harm to occur and promote child safety in the club environment. Where a club member breaches the Code, Williamstown Juniors Football Club may take disciplinary action.

Williamstown Juniors Football Club have the following expectations of behaviours and boundaries for all adults within our club.

DO:

- Behave as a positive role model to children.
- Promote the safety, welfare and well-being of children.
- Be vigilant and proactive with regard to safety and child protection issues.
- Provide age appropriate supervision.
- Treat all club members with respect. .
- Promote the cultural safety, participation and empowerment of linguistically and culturally diverse members.
- Use positive and affirming language towards children.
- Respect cultural, religious and political differences.
- Help provide an open, safe and supportive environment for all children to interact, and socialise.

- Intervene when members are engaging in bullying / harassment towards others or acting in a humiliating or vilifying way.
- Report any breaches of this Child Safety Code of Conduct to the Child Safety Officer at the Williamstown Juniors Football Club.
- Report concerns about child safety to the Child Safety Officer at the Williamstown Juniors Football Club.
- Respect the privacy of junior members and their families and only disclose information to people who have a need to know.
- Ensure visibility when interacting with children, other than your own child, one on one.

DO NOT:

- Engage in any form of inappropriate behaviour towards a junior club member or expose them to such behaviour.
- Use prejudice, oppressive behaviour or inappropriate language with children.
- Discriminate against any student based on culture, race, ethnicity or disability.
- Engage in open personal discussions of an adult nature in the presence of children.
- Engage in any form of sexual conduct with a junior club member including making sexually suggestive comments and sharing sexually suggestive material.
- Engage in inappropriate or unnecessary physical conduct or behaviours including doing things of a personal nature that a junior club member can do for themselves, such as toileting or changing clothes.
- Engage in any form of physical violence towards a child including inappropriately rough physical play.
- Use unnecessary physical means or corporal punishment to discipline or control a child.
- Engage in any form of inappropriate behaviour that has the potential to cause a student serious emotional or psychological harm.
- Develop 'special' relationships with a child that could be seen as favouritism (for example, the offering of gifts or special treatment for specific child).
- Engage in undisclosed private meetings with a junior club member. We understand that some social events may occur eg: pizza and movie nights. In this instance more than three adults / parents must be present.
- Engage in inappropriate personal communications with a junior club member through any medium, including any online contact or interactions with a child. All communication must go through their parent and not directly to the child.