

1. Purpose

The purpose of this Policy is to:

- Educate all members, players, volunteers, supporters and spectators of the Clyde Football Netball Club on their responsibilities when interacting with children and young people; and
- Ensure all individuals are aware of the Club's processes for responding to concerns, incidents or allegations of harm or abuse.

2. Scope

2.1 This Policy applies to all individuals involved with the Club, including:

- Players
- Parents and carers
- Coaches and officials
- Volunteers and contractors
- Committee members
- Spectators

2.2 This Policy should be read alongside:

- Club policies and procedures
- Relevant legislation
- Victorian Child Safe Standards

2.3 The Club will regularly review this Policy in consultation with stakeholders, including children and young people.

3. Policy Statement

The Clyde Football Netball Club:

- 3.1 Is committed to providing a safe, inclusive and welcoming environment for all children and young people participating in football, netball and associated activities.
- 3.2 Implements child safe practices in accordance with the Victorian Child Safe Standards.
- 3.3 Has zero tolerance for child abuse or harm. All concerns will be taken seriously, investigated thoroughly and handled confidentially.
- 3.4 Encourages the active participation of children and young people, ensuring they know their rights, are heard and are involved in decisions affecting them.
- 3.5 Recognises and values the role of families in supporting participation and decision-making.
- 3.6 Promotes the cultural safety of Aboriginal and Torres Strait Islander children and young people.

- 3.7 Upholds the rights of all children to be safe regardless of race, religion, age, disability, cultural background, gender identity, sexual orientation or family background.
- 3.8 Recognises that child safety is a shared responsibility of all members of the Club community.

4. Expected Behaviour

- 4.1 All Club participants must:
 - Understand child abuse and act on concerns
 - Respect the rights and dignity of all children
 - Promote inclusion and diversity
 - Follow this Policy and related procedures
 - Cooperate with investigations
- 4.2 Contractors must comply with this Policy and sign agreement prior to engagement.
- 4.3 The Club will appoint a Child Safeguarding Officer as the primary contact for concerns.

5. Recruitment and Screening

The Club will:

- 5.1 Ensure all relevant personnel hold a valid Working With Children Check (**WWCC**) and/or Police Check.
- 5.2 Conduct referee and background checks for roles involving children.
- 5.3 Require all committee members to hold a valid WWCC.
- 5.4 Ensure all personnel read and understand this Policy before commencing duties.

6. Training

- 6.1 Recommended training includes:
 - AFL Safeguarding Children resources
 - Play by the Rules training
 - eSafety Commissioner resources

7. Risk Management

- 7.1 The Club will identify and manage risks to children in both physical and online environments.
- 7.2 A risk management plan will be regularly reviewed with input from stakeholders.

8. Complaints and Reporting

- 8.1 All concerns will be taken seriously and handled confidentially.
- 8.2 The Club maintains clear complaint procedures and child-friendly reporting processes.
- 8.3 If a child is in immediate danger, call 000.
- 8.4 Concerns can be reported to Police or Child Protection where required.
- 8.5 All allegations must be reported in line with Club procedures.
- 8.6 Individuals subject to allegations may be stood down during investigation.
- 8.7 Investigations will be conducted fairly, confidentially and sensitively.
- 8.8 A register of all child safety concerns will be maintained.
- 8.9 Mandatory Reporting – Sexual Abuse
 - Any person with a reasonable belief that a sexual offence has occurred must report it to Police.
 - Failure to report may result in criminal penalties.

9. Policy Breaches

Breaches of this Policy may result in disciplinary action in accordance with the Club's Constitution and grievance procedures.

10. Record Keeping and Information Sharing

The Club will:

- Maintain accurate records of all concerns and complaints
- Protect confidentiality and privacy
- Use information to improve safety practices
- Share information with authorities when required to protect children

11. Definitions

Child / Young Person	A person under 18 years of age
Child Abuse	Includes physical, emotional, psychological, verbal and sexual abuse, neglect, grooming, bullying, exploitation or any act causing harm
Child Protection	Measures taken to safeguard children from harm
Family Violence	Exposure to violence within a family environment
Grooming	Behaviour intended to build trust with a child (and/or their family) to facilitate abuse



Clyde Football Netball Club Seniors

Child Safety and Wellbeing Policy

Harm	Any action impacting a child's physical, emotional or psychological wellbeing
Sexual Abuse	Any sexual act involving a child, including grooming, exploitation or exposure to inappropriate material
Concerns/Complaints	Any issue that may affect a child's safety or wellbeing

12. Related Legislation and Policies

Includes (but not limited to):

- Children, Youth and Families Act 2005 (Vic)
- Child Wellbeing and Safety Act 2015 (Vic)
- Crimes Act 1958 (Vic)
- Working with Children Act 2005 (Vic)

And Club policies such as:

- Constitution
- Complaints Procedures
- Social Media Policy
- Privacy Policy

13. Document Control

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