

Ormond Junior Football Club

Child Safe Standards



MISSION STATEMENT

“To provide kids of all abilities a safe, supportive and inclusive environment which develops, promotes and encourages participation in Australian Rules Football.”

Ormond Junior Football Club

Child Safe Policy

Written By: Michael Whitney - CSO
Approved By: Lyndon Loader – President OJFC
Endorsed By: OJFC Committee
Date for Review: 8/3/2020

Purpose

This policy was written to demonstrate the strong commitment of the management, staff and volunteers of The Ormond Junior Football Club (OJFC) to child safety and to provide an outline of the policies and practices the Club has developed to keep everyone safe from any harm, including abuse.

Commitment to Child Safety

All children and young people have a right to feel and be safe. The wellbeing 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 and maintain a welcoming environment where children feel safe, have fun and Club activities are always carried out in the best interests of the children.

Application of this Policy

This policy was developed by the Club, in collaboration with the SMJFL, the OJFC Club Committee and volunteers.

This policy applies to all individuals involved in our organisation (paid and volunteer) including, but not limited to:

- Administrators
- Coaches
- Officials
- Participants
- Parents

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.

Children and/or Parents are encouraged to contact the OJFC's Child Safety Officer with any issues, concerns or general information in regard to child safety. The CSO's contact details are available of the OJFC website

The OJFC mentoring program will add a further avenue of communication via young adults acting as mentors to those younger than them. Mentors, advocating for children's safety, will communicate any risk to that safety

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 and Torres Strait Islander 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 volunteers from diverse cultural backgrounds.

Recruiting staff and volunteers

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

- Require Working with Children Checks
- Our commitment to Child Safety and our screening requirements are included in all advertisements and as part of the induction process for new staff or volunteers.

Supporting staff and volunteers

The Club seeks to attract and retain the best staff 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 volunteers, all of whom receive training on the requirements of the Code.

Reporting a child safety concern or complaint

The Club has appointed Michael Whitney as Child Safety Person with the specific responsibility for responding to any complaints made by staff, volunteers, parents or children. Michael can be contacted by email footballoperations@ormondjfc.com.au or phone 0417 707 337. Our complaints process is outlined through the link on our website. Concerns or complaints can also be made via TeamApp

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.

Child safety is a permanent agenda item for all monthly Committee meeting and any current risks are reported, discussed and actioned. Ormond will also consult with Kirstie Edwards, Child & Young Person Wellbeing & Safety Officer, Child, Youth & Family Team Leader at Connect Health & Community

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.