



Child Safety and Wellbeing Policy

Frankston Rovers Junior Football Club

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1. PURPOSE

This policy was written to demonstrate the strong commitment of the management, staff and volunteers of the Frankston Rovers Junior Football Club to child safety.

The policy and the reporting allegations of child abuse procedures are to educate all members, staff, supporters and spectators of the Frankston Rovers Junior Football Club on their responsibilities when interacting with children and young people at our Club and to familiarise members, staff, supporters and spectators with the Club's processes for its response to any concerns, incidents or allegations of harm or abuse to children and young people.

2. STATEMENT

Child safety and wellbeing is a key priority of the Frankston Rovers Junior Football Club and we declare our commitment to creating an environment that is safe and welcoming for all children and young people to participate in Australian Rules Football.

To achieve this, our Club is committed to implementing the Victorian Child Safe Standards through our Commitment Statement on Child Safety, the Club's Code of Conduct, Complaints and Reporting Procedures and policies.

3. SCOPE

The safety and wellbeing of all children and young people at our club applies to all individuals involved in our organisation (paid and volunteer) including, but not limited to:

- Committee Members
- Coaches
- Officials
- Players
- Volunteers
- Parents
- Spectators.

All of the Frankston Rovers Junior Football Club members outlined above agree to which this policy applies have a role and responsibility in relation to child protection to:

- Understand the indicators and risks of child abuse;
- Appropriately act on any concerns raised by children
- Understand and follow all applicable laws in relation to the protection of children and reporting or management of child safety concerns.
- Understand obligations on information sharing and record keeping.

4. DEFINITIONS

Child and Young Person	Under 18 years
Child Abuse	Includes all forms of physical, emotional, psychological, verbal and/or sexual abuse. Child abuse also includes sexual exploitation, neglect or negligent treatment, grooming, harassing behaviour, bullying or other exploitation of a child or young person and includes any actions that results in actual or potential harm to a child or young person. Child abuse can be a single incident or take place over time.
Child protection	Responsibility, measure or activity undertaken to safeguard children from harm.
Family violence	Violence between members of a family, or extended family, or guardians of a child/children. It can include witnessing violence or the consequences of violence
Sexual abuse or exploitation	any act which exposes a child or young person to or involves them in sexual acts beyond their understanding or contrary to accepted community standards. Sexual offence behaviours included may be exhibitionism, and exposing the child to or involving the child in pornography
Grooming	A term used to describe what happens when a perpetrator builds a relationship with a child or young person with the intent to abuse or harm them. Perpetrators may also groom parents/carers by forming relationships of trust with parents/carers before harming a child or young person. Grooming can take place over a long period of time before abuse occurs or the abuse can happen relatively quickly. Grooming can be face to face or online.
Harm	Any action that may have a significant impact on a child or young person's physical, psychological or emotional wellbeing. Harm can be caused by: <ul style="list-style-type: none"> • Physical, psychological or emotional abuse or neglect; • Sexual abuse or exploitation; • Family violence; • A single act or a series or combination of acts, omissions or circumstances.
Concerns and complaints	Any issue that an adult or peer considers may negatively impact on the safety or wellbeing of a child or young person.

5. LEGISLATION AND LAWS OF Child Safety in Community Football

Victorian Child Safe Standards	
1	Organisations establish a culturally safe environment in which the diverse and unique identities and experiences of Aboriginal children and young people are respected and valued.
2	Child safety and wellbeing is embedded in organisational leadership, governance and culture.
3	Children and young people are empowered about their rights, participate in decisions affecting them and are taken seriously.
4	Families and communities are informed and involved in promoting child safety and wellbeing.
5	Equity is upheld and diverse needs respected in policy and practice.
6	People working with children and young people are suitable and supported to reflect child safety and wellbeing values in practice.
7	Processes for complaints and concerns are child focused.
8	Staff and volunteers are equipped with the knowledge, skills and awareness to keep children and young people safe through ongoing education and training.
9	Physical and online environments promote safety and wellbeing while minimising the opportunity for children and young people to be harmed.
10	Implementation of the Child Safe Standards is regularly reviewed and improved.
11	Policies and procedures document how the organisation is safe for children and young people.

- Children, Youth and Families Act 2005 (Vic)
- Child Wellbeing and Safety Amendment (Child Safe Standards) Act 2015 (Vic)
- Crimes Act 1958 (Vic) Failure to Disclose Sexual Offence Committed Against a Child Under 16 (section 327); Failure by a Person in Authority to Protect a Child from a Sexual Offence (section 49)
- Working with Children Act 2005 (Vic); and
- Wrongs Act 1958 (Vic) Organisational liability for child abuse.
- *Tobacco Act 1987*
- The Liquor Control Reform Act 1998

6. IDENTIFYING AND ANALYSING RISKS OF HARM

The Frankston Rovers Junior Football Club will develop and implement a risk management strategy, which includes a review of our existing child protection practices, to determine how child-safe our organisation is and to identify any additional steps we can take to minimise and prevent the risk of harm to children because of the action of an employee, volunteer or another person.



7. CODES OF CONDUCT

We will develop and promote a code of conduct that specifies standards of conduct and care we expect of adults when they deal and interact with children, particularly those in our care. We will also implement a code of conduct to promote appropriate behaviour between children.

The codes will clearly describe professional boundaries, ethical behaviour and unacceptable behaviour.

8. VOLUNTEER SCREENING

FRJFC will ensure that the club takes all reasonable steps to ensure that it engages the most suitable and appropriate people to work with children, especially those in positions that involve regular unsupervised contact with children. All committee members hold a valid Working with Children Check.

FRJFC will ensure that Working with Children Checks and criminal history assessments are conducted for all employees and volunteers prior to working with children, where an assessment is required by law.

No adult will be allowed to volunteer at our Club until a valid Working with Children Check and/or Police Check has been obtained. For each team, the key volunteer roles requiring accreditations are:

- | | |
|---------------------|---------------------|
| (a) team manager | (g) umpire escort |
| (b) coach | (h) goal umpire |
| (c) assistant coach | (i) boundary umpire |
| (d) trainer | (j) water carrier |
| (e) runner | (k) timekeeper |
| (f) umpire | |

If a criminal history report is obtained as part of the screening process, the club will ensure that the criminal history information is dealt with confidentially and in accordance with relevant legal requirements. (See Working With Children Check Policy)

9. EDUCATE AND PROMOTE CHILD SAFE PRACTICES

FRJFC will ensure that all our employees and volunteers who work with children have ongoing supervision; support and training. Our goal is to develop their skills and capacity and to enhance their performance so we can maintain a child-safe environment in our club. Through our code of conduct and education around child safety first.

FRJFC seek input for improving our child safe practices through ongoing discussions and feedback surveys mid-season and end of year.

For all members view the Commission for Children and Young People Victoria about the Child Safety Standard Laws in sports clubs in Victoria <https://youtu.be/tUK8Nrhc8Wo> (7mins)

Committee members:

- Watch AFL Safeguarding Education Session 3: Committees. [Session #3 Club and Committee Safeguarding Responsibilities \(afl.com.au\)](#)
- Promote the Child Safety Officer contact details for club community and code of conduct

Coaches and Officials:

- AFL Safeguarding Education Session 4: Game Day Personnel webinar in a group setting of all Club: [Safeguarding Community Education Session #4 Game Day Personnel \(afl.com.au\)](#)

Players and Parents:

- FRJFC seek input for improving our child safe practices through ongoing discussions and feedback surveys mid-season and end of year.
- AFL Safeguarding Education Session 5: Community webinar link, [Safeguarding Community Education Session #5 Families and Community \(afl.com.au\)](#)

10. CHILDREN DECISION-MAKING AND SERVICE DEVELOPMENT

The FRJFC will promote the involvement and participation of children and young people in developing and maintaining a child-safe environment in our club.

11. CHILDREN'S RIGHTS TO SAFETY AND PARTICIPATION

- We encourage children and young people to express their views about their safety.
- We actively encourage all children and young people to 'have a say' and listen to suggestions about things that are important to them.
- We help children and young people to understand how they can raise a concern or a complaint with the child friendly display poster in the change room.
- 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.
- We build a culture that values equity and diversity and treat all children and young people with respect regardless of their race, religion, age, disability cultural background, gender, sexual orientation or family/social background in line with the FRJFC Bullying policy.
- To create a culturally safe and inclusive environment and meet the needs of Aboriginal children, young people and their families.

12. CHANGE ROOM ARRANGEMENTS

Coaching Teams and officials are required to supervise children and young people in change rooms while balancing that requirement with a child or young person's right to privacy. In addition:

- All club coaches and officials should avoid one-to-one situations with a child or young person
- All adults are recommended in groups of two for the need to ensure adequate supervision in 'public' change rooms when they are used, providing the level of supervision required for preventing abuse by members of the public, adult users, or general misbehaviour, while also respecting a child's or young person's privacy.
- All adults are not permitted to use the change room area to undress or dress, while children and young people are present.
- Phones, cameras and recording devices are not to be used in changing rooms by all people.
- Respect and accommodate the wishes of children and young people to use toilets, change rooms and other facilities in accordance with their gender identity.

13. SAFE TRANSPORTING DROP OFF/PICK UP

As coaches have limited vision and are responsible for implementing the training programs and coaching at games the care and safety of players rests with players and parents.

Frankston Rovers Junior Football Club encourages parents to stay and watch at training sessions. Parents and or guardians are responsible for organising the transportation of their children to and from training and games.

Where parents and guardians may not be available for transporting players to away games FRJFC members must:

- Ensure clear communication with the player and their parent or guardian on the start and finish times and location of the pickup and drop off points
- Have an accessible phone and contact numbers of parent or carer and emergency contact numbers.
- Ensure they are aware of any alternative pick up arrangements for children and young people and that the parent or carer has provided written or direct verbal consent.
- Ensure two club member adults- wait until the last child or young person is collected before they leave; ie another coach or club member to wait also to avoid being left alone



- Transport vehicles used are adequately insured, the driver has a current and appropriate licence for the vehicle being used and seatbelts used.
- Will contact police if a parent or carer or other family member cannot be reached as agreed.

14. SUPERVISION

Children under the age of [18] must be supervised at all times by a responsible adult. We endeavour to provide an appropriate level of supervision at all times. If a club member finds a child under the age of [18] is unsupervised, they should assume responsibility for the child's safety until the child's parent/guardian or supervisor is located.

Our club urges players and parents to support their coaches by being present, on-guard and watchful at all times during training sessions. Our club understands that this is not always possible so we ask parents are to notify coaches prior to training.

For reasons of courtesy and safety, parents must collect their children on time. If it appears a member will be left alone with just one child at the end of any club activity, they will ask another member to stay until the child is collected.

15. ALCOHOL OR DRUGS

Whilst supervising children or young people, FRJC does not allow children or young people to:

- Use, possess or be under the influence of an illegal drug or alcohol
- Be incapacitated by any other legal drug such as prescription or over the counter drugs;
- Be supplied with alcohol or drugs (including tobacco/vapes)
- Supply or administer medicines, except when permitted by law (e.g. epi pen/reliever medications) or with the consent of a child or young person's parent or carer under a valid prescription for that child or young person and at the prescribed dosage.

16. TOBACCO SMOKING and VAPING

By law, smoking and vaping is banned within 10 metres (about two car lengths) of any public outdoor sporting venue during an organised under-18s event.

The ban includes training or practice sessions to prepare for an organised under-age sporting event, and breaks or intervals during the course of the event, training or practice session.

The Frankston Rovers Junior Football Club requires the entire area of the Frankston Rovers Junior Football Club Ground & Facility to be smoke and vape free.

17. SOCIAL MEDIA AND COMMUNICATIONS

All club officials and coaching teams are suggested to include communications in a three way conversation with the child/young persons parent and or guardian.

All club officials and coaching teams are aware where a parent or carer is not included in a communication between an adult and a child or young person, they:

- Communicate issues directly associated with the game, such as advising that a scheduled game is cancelled or changed.
- Limit the personal or social content in such communication.
- Not request using a personal social media account.
- Not request a child or young person to keep a communication a secret from their parent or carer, nor keep the communication a secret from the AFL Person's Department General Manager or person delegated with their authority.



18. PHOTOGRAPHS, FILMING OR LIVESTREAMING OF CHILDREN AND YOUNG PEOPLE

Images of children can be used inappropriately or illegally. We require that members, wherever possible, obtain permission from a child's parent or guardian before taking an image of a child that is not their own. We will also make sure that the parent or guardian understands how the image will be used. As agreed to at time of registration or discussed on safeguarding children

To respect people's privacy, we do not allow camera phones, videos and cameras to be used inside changing areas, showers and toilets which we control or are used in connection with our club.

When using a photo of a child, we will not name or identify the child or publish personal information, such as residential address, email address or telephone number, without the consent of the child's parent or guardian. We will not provide information about a child's hobbies, interests, school or the like, as this can be used by paedophiles or other persons to "groom" a child.

We will only use images of children that are relevant to our club's activities and we will ensure that they are suitably clothed in a manner that promotes our club. We will seek permission from a child's parent or guardian before using their images.

Images are to be stored in a manner that prevents unauthorised access and should be destroyed or deleted as soon as practicable after they are no longer required subject to any IT data storage processes.

Photography consent agreement with all clubs opposing teams are provided and approved with a written agreement to provide the club photographer with permission to photography, film and livestream players. Prior to matches commencing the club photographer will seek verbal consent from the opposing team manager.

19. RECORD KEEPING AND INFORMATION SHARING

FRJFC is committed to making and retaining accurate records of reports of child safety related concerns and complaints.

Our Club will maintain records and outcomes of investigations and resolutions of concerns and complaints. In maintaining records of reports about child safety, our Club will maintain confidentiality and privacy for children and families in accordance with legislation for five years. FRJFC will review identified risks to child and young people through the incident management and record keeping process and will incorporate those risks into the risk management plan.

From time to time, our Club may share relevant information to promote the safety and wellbeing of children and young people where appropriate and in their best interest. This may include sharing information with external authorities to comply with the law or to prioritise the safety of a child or young person.

20. WHAT TO REPORT AND WHEN TO REPORT

The following types of behaviours, including observed or suspected abuse, must be reported following the Reporting Procedure:

Child abuse, harm, neglect or any other form of inappropriate behaviour such as grooming or bullying to a child or young person (emotional or psychological, physical or sexual, racial or religious); and any breaches of this Policy or Club Code of Conduct.



Bruce Park, 19N Bondi Avenue, Frankston VIC 3199
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<https://www.frankstonrovers.com.au>
secretary@frankstonrovers.com.au

If a concern or complaint includes an allegation or incident of child abuse or harm, Club staff and volunteers must report it in accordance with this Policy.

21. REPORTING SEXUAL ABUSE

If a person receives information that leads them to form a reasonable belief that a sexual offence has been committed, that person has a legal obligation to disclose that information to the Police. Those who fail to comply with this obligation under the Crimes Act 1958 (Vic) may be subject to a penalty of imprisonment.

We will treat any allegation of child abuse or neglect promptly, seriously and with a high degree of sensitivity.

All people working with *Frankston Rovers Junior Football Club* in a paid or unpaid capacity have a duty to report any concerns to the appropriate authorities, following the steps outlined below.

Child Safety and Wellbeing Policy		Approval Date:	30/1/25
		Review Date:	30/1/26
		Version No:	1.1
President:	Sign: 	Name: Aaron Gale	
Vice-President:	Sign: 	Name: Natasha Degrassi	



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Vice-President:	Sign:	Name: Natasha Degrassi	