



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 purpose of this policy is 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 have clear processes for response to any concerns, incidents or allegations of harm or abuse to children and young people.

2. STATEMENT

The Frankston Rovers Junior Football Club is committed to providing a safe, inclusive, and welcoming environment for all children and young people involved in Australian Rules Football. We fully support and implement the Victorian Child Safe Standards through our policies, including our Commitment Statement, Code of Conduct, and Complaints Procedures.

FRJFC has **zero tolerance** for child abuse or harm. All concerns will be taken seriously, investigated thoroughly, and managed confidentially.

We recognise and promote the cultural safety of Aboriginal and Torres Strait Islander children and uphold the rights of all children—regardless of background, identity, or ability—to be protected from harm. The safety and wellbeing of children always come first.

We are committed to the **active participation** of children and young people, ensuring their voices are heard and considered in decisions that affect them.

3. SCOPE

This Policy applies to everyone involved at our Club including (but not limited to) participants, parents, spectators, contractors, officials, coaches, and board/committee members. All 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.

This Policy should be read in conjunction with Club's related policies and procedures, the Victorian Child Safe Standards and Commonwealth and Victorian legislation.

4. POLICY BREACHES

Breaching this Policy will trigger disciplinary action under the Club's Member Protection Policy, AFL Victoria guidelines or the Club's constitution: depending on the severity and executive committee review.



5. RISKS OF HARM

FRJFC will continuously identify, modify 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.

6. DEFINITIONS

Term	Definition
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.

7.

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.

8. DUTY OF CARE

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.

1. 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 as soon as it is practicable. Individuals who fail to comply with this obligation under the *Crimes Act 1958* (Vic) may be subject to a penalty of imprisonment.
2. A number of professions in the community (including but not limited to teachers, nurses and doctors) are also **required by law to report to Child Protection** where they have formed a belief, on reasonable grounds, that a child is in need of protection because they have suffered (or are likely to suffer) significant harm due to physical or sexual abuse.
3. This **report must be made as soon as practicable**, and on any occasion where they become aware of other allegations and have reasonable grounds for belief.



9. CODES OF CONDUCT

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

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

10. ENROLMENT ADULT SCREENING

FRJFC ensures that Working with Children Checks and criminal history assessments are conducted for all employees and volunteers prior to contact with children. No adult will be allowed to volunteer at our Club until a valid Working with Children Check and/or Police Check has been obtained.

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.

11. EDUCATE AND PROMOTE CHILD SAFE PRACTICES

FRJFC ensures all staff and volunteers working with children receive ongoing supervision, support, and training in child safety. Key Club Actions:

- Start of season promote on socials the key club committee contacts including the child safety officer
- Staff and volunteers are encouraged to complete child safety training (e.g. AFL Safe Footy, Play by the Rules, eSafety resources).
- Feedback is gathered mid-season and end-of-year to improve practices.
- All members are encouraged to watch the *Commission for Children and Young People Victoria* video on child safety in sports clubs (7 mins): [Watch here](#).

12. CHILDREN'S RIGHTS TO DECISIONS, SAFETY AND PARTICIPATION

- Children are encouraged to express views on their safety and wellbeing.
- We promote participation and actively listen to their suggestions.
- Child-friendly complaint posters are displayed to guide them in raising concerns.
- We teach children how to respond if they feel unsafe and take all concerns seriously.
- All children are treated with respect and equity, regardless of background, in line with the FRJFC Code of Conduct.
- We foster a culturally safe, inclusive environment, particularly for Aboriginal children and families.

13. 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.

- Avoid one-on-one situations; supervision should be by two adults when possible. Adults must not change while children are present.
- No phones, cameras, or recording devices allowed in change rooms.
- Respect children's right to use facilities aligned with their gender identity.



14. SAFE TRANSPORTING DROP OFF/PICK UP

Coaches focus on training and games, so player safety during transport is the responsibility of parents/guardians.

- Parents are encouraged to stay during training.
- They are responsible for transport to/from training and games.
- If unavailable for away games, FRJFC members must:
 - Clearly communicate pickup/drop-off times and locations with parents.
 - Have access to contact and emergency numbers.
 - Confirm alternate pickup arrangements with parental consent.
 - Ensure two adults stay until the last child is collected.
 - Use insured, roadworthy vehicles with licensed drivers and seatbelts.
 - Contact police if a child's guardian cannot be reached.

15. 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.

16. PHOTOGRAPHS, FILMING 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. Consent for any promotional use is obtained at time of registration or discussed on safeguarding children with our club photographer.

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.

To protect children's safety and privacy:

- **Parental consent** is required before photographing children who are not your own. Consent for promotional use is obtained at registration or via the club photographer.
- **No photography** is allowed in change rooms, showers, or toilets.
- Children will not be identified by name or personal details without parental consent.
- We avoid sharing personal info that could be used for grooming (e.g. school, hobbies).
- Only appropriate images, relevant to club activities, will be used.
- Images are securely stored and deleted when no longer needed.



- **Club photographers** obtain written agreements and verbal consent from opposing teams before photographing or livestreaming matches.

17. RECORD KEEPING AND INFORMATION SHARING

FRJFC maintains accurate, confidential records of child safety concerns, complaints, and investigation outcomes for **five years**, in line with legal requirements.

- Records help identify and manage risks, which are fed into the club's risk management plan.
- Information may be shared with **external authorities** when required by law or in the **best interest of a child's safety and wellbeing**.

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.

18. REPORTING PROCEDURE

Report any suspected or observed:

Child abuse, harm, neglect, grooming, or bullying (emotional, psychological, physical, sexual, racial, religious). Breaches of the Club's Child Safety Policy or Code of Conduct.

Allegations will be heard and responded to in a timely professional manner without causing defamation of character. Child-friendly posters will be clearly displayed to help children raise concerns.

Alleged individuals may be temporarily removed or reassigned during investigations. All cases are handled confidentially, fairly, and logged in the **Safeguarding You** register.

Step 1: Receive the Allegation

- **Do:** Listen, stay calm, support the child, record facts.
- **Don't:** Interrogate, offer opinions, contact the alleged offender, or share details with others.

Step 2: Reporting

- **Immediate danger:** Call **000**.
- **Non-urgent risk:** Contact **Police, Child Protection (9247 6666)**, or **Children's Commissioner**.
- **Also report to:**
 - **Child Safety Officer or Committee Member**
 - **Safeguarding You Platform:** [Incident Link](#)
 - **Email:** childsafety@frankstonrovers.com.au
 - **AFL Reporting:** [AFL Report Link](#)

Step 3: Protect the Child

- Child Safety Officer will assess risk and may:
 - Redeploy, supervise, or suspend alleged offender.
 - Provide support to the child and alleged offender.
 - Prevent victimisation or gossip



Step 4: Take Internal Action

Three possible investigations:

1. **Criminal** – by Police.
2. **Child Protection** – by government agency.
3. **Disciplinary** – by Club leadership (President, VP, Child Safety Officer).

The club will **support external investigations** and conduct its own disciplinary process if needed, following the **Member Protection Policy**. Reports may be shared with relevant agencies

Step 5: Committee Debrief

- Club will meet within a week to review response, support the community, and assess risks.
- External support services:
 - **Lifeline:** 13 11 14 | www.lifeline.org.au
 - **13YARN:** 13 92 76 | www.13yarn.org.au
 - **Beyond Blue:** 1300 224 636 | www.beyondblue.org.au
 - **1800 RESPECT:** 1800 737 732 | www.1800respect.org.au
 - **Kids Helpline:** 1800 55 1800 | www.kidshelpline.com.au
 - **Headspace:** 1800 650 890 | www.headspace.org.au
 - **QLife:** 1800 184 527 | www.qlife.org.au

The committee will review:

- Protection of those involved
- Response effectiveness
- Required follow-up actions
- Risk mitigation and potential policy or education updates

19. REFERENCES RESOURCES AND LINKS

This Policy should be read in conjunction with the Frankston Rovers Junior Football Club’s policies

Resource	Website
Commissioner for Children & Young People	CCYP Recognising, respecting and defending the rights of children and young people
Safeguarding You for internal club multiple ‘reasonable belief’ reports	SafeguardingYou: Login
AFL Safe Footy Safeguarding webinars and resources	www.afl.com.au/clubhel/safeguarding-children
Play by the Rules training (child protection, cultural awareness)	www.playbytherules.net.au
eSafety Commissioner (safe online environments and sporting organisations)	www.esafety.gov.au