



Brighton Beach JFC

Child Safe Policy

Written By: *Jim Galanopoulos*
Approved By: *2018 BBJFC Committee on April 5, 2018.*
Endorsed By: *Ms. Jasmin Cannizzo – Governance Co-ordinator, SMJFL on April 5, 2018.*
Date for Review: *To be reviewed no less frequently than annually, but more frequently as required (and prior to the commencement of each subsequent season). We undertake that all reviews will incorporate views, comments and suggestions elicited from our stakeholders but in particular our children, parents, carers, staff and volunteers involved in the Club.*

Purpose

This policy was written to demonstrate the strong commitment of the officers, Committee, staff and volunteers of the Brighton Beach Junior Football Club (“our”, “we” or “the Club”), as the context permits) to child safety and to provide an outline of the policies and practices the Club has developed to best ensure that every child who is a player or is otherwise part of the Club safe from any harm, including abuse.

Commitment to Child Safety

All children who are a part of the Club have a right to feel, and be, safe. The welfare of the children in our care is, and will always be, our first priority and the Club has zero tolerance towards child abuse in all its forms. The Club aims to create a child safe and child friendly environment where children feel safe and have fun and the Club's 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 volunteers, the children who use our services and their parents. It applies to all individuals involved with our Club, whether volunteer or paid; including, but not limited to:

- *Administrators*
- *Coaches*
- *Officials*
- *Participants*
- *Parents and guardians, and*
- *Spectators including child siblings of participants*

Each person to whom this policy applies has a role and responsibility in relation to child protection. They must:

- *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 sexual abuse or physical, 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' and therefore a voice 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.

Our Mission Statement and our Child Safety Code of Conduct have the welfare and development of the children in our care at their heart, our communications consistently articulate the prominence of child welfare, and our policies as to grading and participation are predicated on child safety and welfare. Our dedicated Child Safety Officer (**CSO**) is accessible, knowledgeable, resourceful and a strong advocate for our children.

Valuing Diversity

We value diversity and do not tolerate any discriminatory practices. To achieve this, we:

- promote the cultural safety, participation and empowerment of children from indigenous, culturally, linguistically and gender diverse backgrounds and their families;
- welcome children with a disability and their families and act to promote their participation; and
- seek to have a body of volunteers who reflect or who are supportive of such diversity.

In previous seasons, we have sought appropriate dispensation for players with disabilities to play in lower age groups to maintain continuity of participation and participation with year level school friends.

Recruiting staff and volunteers

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

- Interview and conduct appropriate due diligence in respect of engaging / appointing all staff and volunteers
- Require Working with Children Checks for all relevant positions.
- 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 Child Safety Code of Conduct to provide guidance to our staff and volunteers, all of whom receive training on the requirements of the Code.

Reporting a child safety concern or complaint

The Club has renewed the appointment of Jim Galanopoulos as its CSO with specific responsibility for responding to any complaints made by staff, volunteers, parents or children. That person can be contacted by email on hawkeye88@bigpond.com or by phone on 0411011423. We feature his details prominently on our website and will develop and publish in 2018 a clear and simple incident reporting procedure incorporating a complaints process for child safety and welfare matters.

Risk Management

We recognise the importance of a robust and tailored risk mitigation approach in endeavouring to identify and eliminate the potential for child abuse or harm to occur, and we 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;
 - during travel to and from training or matches or other Club sponsored activities; or
 - coaching or managing children.
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