



Working with Children Legislation POLICY STATEMENT

West Australian Football Commission acknowledges that our staff, members and volunteers provide a valuable contribution to the positive experiences of our juniors. The West Australian Football Commission is committed to ensuring the safety and welfare of its junior participants through the implementation of its Child Protection Policy.

WAFC aims to minimize the risk of harm to children by ensuring clubs adhere to screening procedures when employing people in positions (paid or voluntary) whose usual duties involve, or are likely to involve, contact with children (those under the age of 18 years). Clubs are required to:

1. Request all people in these positions obtain a Working with Children check, in accordance with the Working with Children (Criminal Record Checking) Act 2004.

Working with Children Checks

The Working with Children (Criminal Record Checking) Act 2004 was implemented in 2006 and makes it compulsory under legislation for all people in 'child-related' work (paid, volunteers or self employed) to obtain a Working with Children check. Some exemptions apply such as:

- Parents (see website for a definition of parent) volunteering in a club or certain activity in which their child is also involved or is ordinarily involved (this exemption does not apply to overnight camps)
- Volunteers under 18 year of age
- Employers of children, or adult employees who merely have contact with a minor as a fellow employee in the workplace, unless the job otherwise involves 'child-related' work

Also only people who work more than 5 days per calendar year in 'child-related' work are required to get a check.

The Working with Children Check is a comprehensive criminal record check for certain people working with children in Western Australia.

The Working with Children Check aims to increase the safety of children in our community by helping to prevent people who have a criminal history that indicates they may harm children from working with children.

Changes to phasing-in arrangements means many existing employees who started their child-related work before January 2006 will now need to apply during 2008, instead of the original 2009 or 2010.

This is legislation and effects volunteers as well as paid personnel. Please check the website www.checkwwc.wa.gov.au for more information.

2. Obtain completed Prohibited Persons Declarations from all persons in 'child-related' work.
3. Check a person's referees (verbal or written) and interview a person about his/her suitability for the role and his/her suitability for working with children for both paid and voluntary positions.

For the full WAFC Child Protection Policy please refer to the WAFC Member Protection Policy at www.wafootball.com.au.



POLICY STATEMENT

The Karrinyup Saints Junior Football Club (KSJFC) is committed to providing an environment that is safe for participation in KSJFC physical activities.

The KSJFC will not abide in the criminal act of child sexual maltreatment, which occurs when a child (defined as a person under the age of 18 years) has been exposed or subjected to sexual behaviours or acts which are exploitative and/or inappropriate to his or her developmental level. Such behaviour involves a wide range of sexual activities which exploit children and includes forcing, tricking, bribing, threatening or pressuring a child into sexual activity.

This Child Protection Policy conveys a message to all members and prospective members, responsible for KSJFC activities, particularly those involving members under 18 years of age, about minimising risk exposure. Managers, coaches, officials, leaders, trainers and management personnel, have a responsibility to provide safeguards dedicated to the well-being of those under the age of 18 years (youth).

The abuse of youth members, by other members or external source, is not acceptable and the KSJFC encourages all incidents of such abuse as described above to be reported immediately to the appropriate authorities.

CODE OF CONDUCT

The KSJFC endorses the following Code of Conduct for those responsible for activities involving persons under the age of 18.

As a member you should meet the following requirements in regard to your conduct during KSJFC activity.

A Manager will:

- agree to abide by the code of conduct.
- be responsible for the overall welfare and well-being of team members and officials when travelling with a team.
- maintain a 'duty of care' towards team members and an accountability for the management of the team.

A Coach/Trainer will:

- agree to abide by the code of conduct
- be responsible for matters concerning the coaching, training and development.
- maintain a 'duty of care' towards others and accountability for matters relating to training and competition.
- ensure that any physical contact with others is:
 - ✓ appropriate to the situation
 - ✓ necessary for the persons skill development
- provide a safe environment for training and competition.



An **Official/Administrator** will:

- Agree to abide by the code of conduct.
- Be fair, considerate and honest with others.
- Operate within the rules of [Organisation].
- Be professional in your actions. Your language, presentation, manner and punctuality should reflect high standards.
- Resolve conflicts fairly and promptly through established procedures.
- Maintain strict impartiality.
- Maintain a safe environment for others.
- Show concern and caution towards others.

SAFEGUARDS

The safeguards below apply to those members who undertake the delivery or supervision of youth activities in their capacity as managers, coaches, trainers, officials, administrators, etc.

These are responsible positions in the organisation and as such must adopt the following risk minimisation measures to protect themselves from any misconceptions about their behaviour in performing their designated roles.

Do not engage, or allow others to engage, in any of the following:

- abusive initiation ceremonies
- sleeping in closed quarters with youths without a second adult representative, parent, etc.
- aggressive, physically distressing or sexually provocative activities
- sexually suggestive comments about or to a youth
- inappropriate or intrusive touching of a youth.

Maintain an open door policy when conducting briefings, meetings and assemblies of members. Invite all youths, parents, friends and other leaders to participate, particularly when performing interviews, transporting youth members and conducting excursions.

Male and female adults or parents, must accompany youths when undertaking activities away from home and especially overnight.

RIGHTS AND RESPONSIBILITIES

The KSJFC members, youth and adult, reserve certain rights as members and carry with them certain responsibilities. These should be stated within this policy.

<p>YOUTHS</p> <p>have the right to:</p> <ul style="list-style-type: none"> • to be safe; • to be listened to; • to be respected; • to privacy; • to take calculated risks in a protective environment; • to an inclusive environment; • to be referred to professional help if needed; • to be protected from abuse by other members or outside sources. 	<p>MEMBERS</p> <p>have the right to:</p> <ul style="list-style-type: none"> • access to ongoing training and information on all aspects of leading/managing activities for youths, particularly member protection; • support in the reporting of suspected abuse; • access to professional support services; • be protected from abuse by youths, other adult members and parents. 	<p>ORGANISATION</p> <p>has the right to:</p> <ul style="list-style-type: none"> • expect all members to comply with its Code of Conduct; • expect all youth members to maintain standards of reasonable behaviour; • take appropriate action if members breach the Code of Conduct or organisation's Policy. • expect all members to undertake appropriate training when advised to; • expect all members not to abuse members physically, emotionally or sexually; • take appropriate action in the event of accusations; • acquire police checks relating to convictions in relevant areas.
<p>YOUTHS</p> <p>are responsible for:</p> <ul style="list-style-type: none"> • showing respect to both youth and adult members • keeping themselves safe; • accurately reporting inappropriate behaviour or risky situations for youth members 	<p>MEMBERS</p> <p>are responsible for:</p> <ul style="list-style-type: none"> • fostering team work to ensure the safety of youth members in their care; • using appropriate team management behaviour; • responding to youth members' statements concerns about alleged abuse; • ensuring the rights and responsibilities of youth members are enforced; • reporting suspected abuse to the appropriate authority; • not abusing members physically, emotionally or sexually; • maintaining confidentiality about sensitive information as designated by the appropriate authority. 	<p>ORGANISATION</p> <p>is responsible for:</p> <ul style="list-style-type: none"> • providing a safe environment for members; • providing ongoing training and information for members wide promotion this policy and procedures; • facilitating open discussion on child protection issues; • provide support to members who report accusations of abuse; • treating suspected abuse information confidentially; • taking appropriate action if members breach standards of reasonable behaviour or policies and regulations

INCIDENT REPORTING AND GRIEVANCE HANDLING FLOW CHART

