

Hornsby Berowra Eagles AFL Child Safe Environments and Code of Conduct (Interactions with Children)

Hornsby Berowra Eagles AFL (The Club)

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Date effective: March 2016

Date revised:

Related policies: **AFL National Child Protection Policy** as it applies to an Australian Football league that is conducted or administered by:

(a) a State or Territory league or body that is affiliated with the AFL, including:

a. NSW/ACT: AFL (NSW/ACT) Commission Ltd ACN 086 839 385;

Background Information: This Child Safe Environments and Code of Conduct (Interactions with Children) policy has been developed to ensure that the Club complies with relevant child protection legislation including the Working with Children Check legislation in the delivery of its sporting programs.

This policy supports the Club's commitment to the provision of a safe environment, which is free from the risk of harm, for children and young people accessing Club programs. The policy will outline the process and requirements for working or volunteering with the club along with expected behaviours of paid workers/officials and volunteers in relation to their contact and interactions with children.

Aim:

- To ensure that all interactions between paid workers/officials and volunteers, are conducted in a manner which upholds a child's dignity, provides guidance, support and assists in the development of self-esteem within a fun, safe environment
- To provide a 'child safe' environment.

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Relevant Legislation:

[Child Protection \(Working with Children\) Act 2012](#)

[Child Protection \(Working with Children\) Regulation 2013](#),

[Child Protection Legislation Amendment Act 2015](#)

Resources: <http://www.kidsguardian.nsw.gov.au/working-with-children/working-with-children-check/resources>

Creating a Child Safe Environment

A child safe approach includes the setting of clear policies, expectations of those involved in the Club as well as education and supervision of paid workers and volunteers.

Children are vulnerable trusting beings that depend on adults to provide a safe and nurturing environment. Within the Club it is expected that all interactions with children are warm, friendly and convey respect within an encouraging and supportive environment.

Working with Children Check.

This legislation focus' on two categories: Child-Related Work and Not Child-Related Work.

Within the work related category there is an exemption for direct family members.

- Child-related work involves working as a coach or as a team manager, or an assistant coach or assistant team manager, for a sport or activity for children is child-related work, therefore requiring a person to hold a Working with Children Check. Where this person is a "direct family member" of the child the Working with Children Check is exempt and is therefore not a legal requirement.
- Working with a sport club is not child-related work if the work is work as a referee, umpire, linesperson or otherwise as a sporting official or a grounds person, and the work does not ordinarily involve contact with children for extended periods without other adults being present.

Hornsby Berowra Eagles has determined, through consultation, that persons engaged in the following positions held within the club are required to obtain, and keep up to date a NSW Working with Children Check number.

- Club President
- Vice President
- Child Protection Officer
- Registrar
- Coaches
- Assistant Coaches (ONLY where not involved in their own child's team)
- Team Managers (ONLY if not managing their own child's team)
- Coaches Coordinator
- Managers Coordinator

Assistant Coaches and Team Managers are, under the Law, permitted to 'help out" another team, on occasion, where their own child is not involved in the team, as long as all other aspects of the policy are followed i.e. no child is left alone with an adult.

In providing flexibility in the delivery of the AFL program the Club has determined that at times Coaches may be required to work with teams where their child (or direct family member) is not involved, and therefore require that this position obtain a check.

Code of Conduct (Interactions with children)

Holding a role within a sporting association can be viewed by children as a position of significance or power. Therefore, it is essential that the Club provides paid workers and volunteers with a Code of Conduct (Interactions with children) that is expected to be implemented by persons in the aforementioned positions. This supports the Club's Code of Conduct for children and parents.

It is expected that all paid workers and volunteers will:

- Treat each other with respect and honesty
- Be positive role models
- Set clear boundaries for the safe conduct of training sessions and games (including)
 - Appropriate use of language from all

- Creating a supportive and encouraging environment
- Conducting training sessions whilst in the presence of other adults and not permitting any child to be isolated or separated with any other adult. Children and adults must remain in sight of other adults
- Encourage and reward positive behaviours of children
- Record and act on any complaints of abuse in consultation with the Club President and the Child Protection Officer
- Ensure that any physical contact with children is limited to providing encouragement, such as a pat on the back, and could not be misinterpreted as inappropriate by others.

Coaches and support volunteers will not:

- Intimidate a child, such as singling out a child in front of a group, laughing at a child's attempts, discussing a child's ability or lack of ability in front of the child or adults,
- Humiliate a child, such as the use of an overpowering voice, use of harsh words, pressuring a child to participate
- Use psychologically harmful behaviour, which is behaviour that results in significant emotional harm or trauma to a child.
- Use inappropriate language or words that could offend, or phrases that invoke prejudice or bias.
- Provide one on one training sessions to a child
- Place themselves or a child in a position of vulnerability