



# Bulleen Templestowe Junior Football Club

## Child Safety and Wellbeing Policy

### 1. Purpose

The purpose of this policy is to create a safe environment for children at the Bulleen Templestowe Junior Football Club (the Club) by:

- Educating all members, staff, supporters, and spectators on their responsibilities when interacting with children and young people.
- Outlining the Club's processes for responding to concerns, incidents, or allegations of harm or abuse involving children and young people.

The Club is committed to providing a safe, welcoming, and inclusive environment where the safety and wellbeing of children and young people is the highest priority.

### 2. Statement of Commitment

The Club:

- Promotes the safety, wellbeing, and participation of all children and young people involved in football and umpiring activities.
- Believes all children and young people have the right to feel safe, respected, and supported while at the Club.
- Implements child safe practices in accordance with the Victorian Child Safe Standards (Appendix 1).
- Has zero tolerance for child abuse or harm. Any incident will be addressed promptly, with complaints fully investigated and handled confidentially.
- Encourages active participation of children and young people, ensuring they know their rights, have their views taken seriously, and are involved in decisions affecting them and their peers.
- Recognises the vital role of families in supporting children and values their input in decision-making.
- Promotes the cultural safety of Aboriginal and Torres Strait Islander children and young people.
- Ensures equal protection for all children and young people, regardless of race, religion, age, disability, cultural background, gender, sexual orientation, or family/social background.



The safety and wellbeing of all children and young people is a shared responsibility between the Club, its staff, volunteers, coaches, officials, spectators, parents/carers, board/committee members, and the wider Club community.

### 3. Scope

This policy applies to all people involved with the Club, including but not limited to:

- Players, children, and young people
- Parents and carers
- Coaches, officials, and volunteers
- Board and committee members
- Spectators and contractors

The policy applies to all Club activities including training, matches, social functions, and official Club events at Club facilities or other venues.

The Club is committed to regularly reviewing this policy in consultation with children, young people, families, staff, volunteers, and board/committee members to ensure its ongoing effectiveness.

### 4. Responsibilities and Expected Behaviour

Everyone involved with the Club has a responsibility to create a safe environment. All participants, parents, spectators, contractors, officials, coaches, and board/committee members are expected to:

- Understand child safety risks and act on concerns they observe.
- Respect and uphold the rights of children and young people.
- Value equity and diversity and treat all children and young people with respect.
- Know and follow this Policy, the Club's Child Safe Code of Conduct, Complaints Handling procedures and Commonwealth and Victorian legislation (Appendix 2).
- Cooperate with Police or other formal investigations when required.

Third-party contractors engaging with children must comply with the Club's Child Safe Code of Conduct and sign an agreement prior to providing services.

The Club will appoint a Child Safeguarding Officer as the primary point of contact for all child safety concerns and complaints.

### 5. Recruitment and Screening

The Club implements recruitment and screening practices to reduce the risk of harm to children and young people, including:



- Requiring all staff, volunteers, contractors, and board/committee members working with children to hold a valid Working with Children Check and/or Police Check.
- Conducting background checks including at least two referee checks with child-focused questions.
- Ensuring all new staff, volunteers, contractors, and board/committee members read this Policy and familiarise themselves with child safe practices.

## 6. Education and Support for Staff, Volunteers, and Committee Members

The Club supports all staff, volunteers, and board/committee members to create a child-safe and child-friendly environment. Recommended training includes:

- AFL Safe Footy Safeguarding webinars and resources
- Play by the Rules training (child protection, cultural awareness, LGBTI+ inclusive clubs, complaint handling, Let Kids be Kids)
- eSafety Commissioner resources for safe online environments

## 7. Reporting Concerns and Complaints

The Club takes all concerns seriously and responds promptly and confidentially.

- If a child is in immediate danger, call 000.
- For concerns of harm, disclosures may be made to Police, Child Protection, or the Commissioner for Children & Young People.
- Allegations of child abuse or harm must be reported according to the Club's Complaint Handling Policy.

Staff or volunteers under investigation may be temporarily stood down, reassigned, or have restricted IT access. Investigations follow principles of procedural fairness and confidentiality. A register of allegations will be maintained.

## 8. Reporting Sexual Abuse

Any person with a reasonable belief that a sexual offence has occurred must report it to Police as soon as practicable. Certain professionals are also legally required to report suspected child abuse to Child Protection. Failure to comply may result in legal penalties.



## 9. Policy Breaches

Breaching this Policy is a serious matter. Any person found in violation may be subject to the Club's disciplinary and grievance procedures.

## 10. Record Keeping and Information Sharing

The Club will maintain accurate and confidential records of child safety concerns, complaints, and investigations.

- Records will be used to identify risks and improve the Club's child safety practices.
- Relevant information may be shared with authorities when necessary to protect a child's safety and comply with the law



## Appendix 1

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.



## Appendix 2

### RELATED DOCUMENTS & LEGISLATIVE REQUIREMENTS

This Policy should be read in conjunction with:

- the laws of the Commonwealth and Victoria (as amended from time to time) including but not limited to:
  - *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 O);
  - *Working with Children Act 2005* (Vic); and
  - *Wrongs Act 1958 (Vic)* Organisational liability for child abuse.
- the Club's policies and procedures, including but not limited to:
  - Privacy Policy;
  - Child Safe Codes of Conduct;
  - Complaints and Reporting procedures;
  - Photography and Videography Policy;
  - Social Media Policy