

GYMEA UNITED FOOTBALL CLUB INCORPORATED ("GUFC" Child Safe Risk Management Plan

Organisation Name: Gymea United Football Club Incorporated

Services provided:

Our football club relies on the efforts of volunteers to operate. As of 2023, all coaches and managers are required to hold a valid Working with Children Check ("WWCC"). Players are aged between 4 to senior age, with 1063 registered players between 4-17 years in 2023. Teams train at two different sites across every afternoon of the week. Teams consist of upward of 5 players per team. Younger teams generally have more parents in attendance, while older teams are more likely to have players dropped off to training sessions. Coaches and managers are usually the parent of a player. Parental involvement for other players is mainly oriented around dropping and picking up children from training (and watching training when they can) and watching games on the weekend. Child safe policies and procedures were developed in October 2022 and have been reviewed in early 2024.

Baseline expectations:

All volunteers have awareness of Child Safety requirements and a verified WWCC.

Combined level of risk:

High

Date completed:

February 2024

Last reviewed:

February 2024

Risk and Protective Strategies

Identified risk	Risk	Child Safe Standard	Protective Strategies and Interventions	Governance	Timeframe	Outcome
Lack of focus on children's safety due to lack of training and awareness.	Low	10: Policies and procedures 3: Families and communities involved and informed	Human resources policies and procedures further developed in line with those provided by the NSW Office of the Children's Guardian to ensure all volunteers are aware of their obligations to Child Safety at GUFC.	MPIO, Exec Committee	March 2024	Staff and the community understand GUFC's approach to child safety. Staff and the community are aware that GUFC takes child safety seriously.
			Policies and procedures distributed to all club members (parents, players and volunteers) and feedback welcomed.	Admin	March 2024 and then annually	Children feel more valued when organisations are more accountable for child safe practices.
			The Risk Management strategy will be updated with any additional actions arising from community feedback.	MPIO	June 2024 and then periodically	

<p>Opportunities for coaches to spend time alone with players and develop close relationships.</p> <p>Unclear expectations about staff-child relationships.</p>	Moderate	8: Physical and online environment	<p>Leaders set clear expectations around child safety and ensure they are followed by all volunteers. All staff volunteers must sign and adhere to the organisation's Code of Conduct which sets clear expectations around child safety. Volunteers understand the consequences of breaching a Code of Conduct.</p>	WWCC Coordinator	March 2024 and then annually	Physical environments are safer for children.
			<p>Parents are encouraged to stay and watch their children train when they can.</p>	All	March 2024 / ongoing	
			<p>Two deep leadership. There must be at least two adults present when children are training, wherever possible.</p>	All	March 2024 / ongoing	
			<p>Timetabling reviewed so that training sessions are conducted with other teams training at the same time.</p>	Head coach	March 2024 and then annually	

<p>Poor culture that inhibits players speaking up when they have concerns.</p>	<p>Moderate</p>	<p>1: Leadership, governance and culture 2: Children's participation and empowerment</p>	<p>Leaders and committee will champion a set of core values that inform the community of the organisation's approach to child safety. Club leaders will lead by example.</p>	<p>Exec Committee</p>	<p>March 2024 / ongoing</p>	<p>Organisational culture that creates an open environment where it is difficult for abuse to occur.</p> <p>Children speak up about their safety and safety of their friends.</p> <p>Staff appropriately respond to and report child abuse.</p> <p>This will show that GUFC treats everyone fairly and that all children have equal opportunities to feel welcome and participate at the club.</p>
			<p>All volunteers must sign and adhere to the organisation's Code of Conduct which sets clear behavioural expectations around child safety, including positive behaviours that challenge poor culture.</p>	<p>WWCC</p>	<p>March 2024 and then annually</p>	
			<p>Campaign to inform and encourage young players to speak up if they have concerns for themselves or someone else.</p> <p>Distribute information packs including posters and contact details for who to speak to.</p>	<p>MPIO</p>	<p>June 2024 / periodically</p>	
			<p>Ensure the campaign/information disseminated reaches all children by focusing on equity and children's diverse circumstances.</p> <p>Responding appropriately to culture and ensuring inclusivity is important.</p>	<p>MPIO</p>	<p>June 2024 / periodically</p>	

Large number of players under the age of 18.	Moderate	2: Children's participation and empowerment	Opportunities are created for children to be included in organisation decision-making through a survey which will explore how children consider GUFC could be safer for them, and whether there are any safety concerns.	MPIO	August 2024 / periodically	Children understand that they are listened to and respected. Children speak-up about their safety and that of their friends.
			Age-appropriate information that describes how adults should behave is provided to children and is consistently reinforced.	MPIO/Admin	August 2024 / periodically	
Coaches and managers at GUFC are suitable and supported.	Moderate	5: Human resource management 7: Staff education and training	Coaches and managers are screened by ensuring WWCCs are valid.	WWCC	March 2024 and then annually	Ensuring our volunteers are aware of our commitment to child safety and the expectations of their own behaviour ensures that we are reducing the risk of harm to children. Robust HRM practices ensure that all staff receive sufficient training to effectively perform their role. Provide volunteers with confidence to respond to abuse if it is detected.
			All volunteers are made aware of GUFC's Code of Conduct. A copy must be signed and adhered to as this clearly outlines behavioural expectations around child safety.	WWCC/Admin	March 2024 and then annually	
			Child safety education and training is recommended through the Office of the Children's Guardian. This will ensure our volunteers are aware of their own child safety obligations.	WWCC/Admin	March 2024 / periodically	

			Coaching courses are recommended through the Association, ensuring that our coaches are educated in the expectations of our Mini-roo and junior players. Develop a coach accreditation record.	Admin/Head Coach	As required	
			Coaches and managers information night ensures that all new club volunteers are made aware of GUFC expectations.	Committee	March 2024 and then annually	
Policy development for responding to complaints of abuse.	Moderate	6: Processes to respond to complaints 10: Policies and procedures	Ensure children are the priority when responding to complaints of abuse.	MPIO	June 2024	Indicates that GUFC has an organisational culture where complaints are taken seriously and acted on. Volunteers feel supported to raise concerns about child safety. Children feel safe to speak up and raise their own concerns.
			Further develop our Complaint Management policy.	MPIO	June 2024 and then periodic review	
			Provide policies to players and families to enable children and others to make complaints.	Admin	June 2024 and then annually	

Outdated policies and practices.	Low	9: Continuous review and improvements 10: Policies and procedures	Continual policy review and feedback from the community.	Committee/ MPIO	December 2024 and then periodically	Being a child safe organisation is an evolving process that requires ongoing efforts to keep children safe. GUFC is fully committed to child safety now and improving our own education in the future.
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