

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

The purpose of this policy is to protect the safety and wellbeing of children and young persons that interact with GUFC. As of February 2022, the NSW Child Safety Scheme was released with the purpose of providing an additional layer of protection to make organisations safer for children.

Purpose Statement

- We are committed to providing a safe and inclusive environment for children.
- We use the Child Safe Standards to underpin how we keep children safe.
- We uphold the rights of all children to participate to their full capacity.
- This policy includes guidance for people who interact with children and young people on how to appropriately act when engaging with them from the sport discipline.
- We encourage and support the participation of children, young people and their families in the development and ongoing review of this policy and all our child safe documentation.
- Our leadership team promotes and is committed to a child safe culture and encourages reporting on any breach of our policies, procedures or codes of conduct and will act to ensure the safety, welfare, and wellbeing of children within GUFC.
- Failing to comply with the GUFC child safety policy and supporting documentation may lead to disciplinary action or in severe cases in the event of a breach of the law, the matter will be reported to NSW Police or another appropriate government agency.
- In the event of an urgent situation, GUFC members should contact the Member Protection Information Officer ("MPIO") as listed on the current club contacts link on the Gymea United Football Club webpage (or the Club President), as well as the relevant authorities.

Scope

Children's safety should be the most important focus of any child-related organisation (paramountcy principle). As such, all paid and unpaid staff of Gymea United Football Club have the responsibility of following this policy. This includes all committee members, coaches, managers, and paid staff over the age of 18.

Responsibilities

Having a leadership team committed to providing safe environments means children are less likely to be exposed to harm and abuse. It is the responsibility of all committee members to uphold the rights of children and champion a child safe culture from leadership roles within GUFC.

The executive committee is responsible for upholding the Child Safe Risk Management Policy and using the relevant documents when recruiting or screening new volunteer committee members.

At GUFC, our leadership team will be led by the MPIO as the committee member trained in handling member or child protection enquiries or complaints. The MPIO does not mediate or investigate complaints but instead manages complaints to ensure they are dealt with appropriately. The President can also appoint an independent person with complaint handling experience. Serious matters can be referred by the club to the Sutherland Shire Football Association or Football New South Wales.

Definition of Child Abuse and Harm

Children and young persons can be exposed to different kinds of harm. These are identified in the OCG's handbook *Risk Management and the Child Safe Standards - Part 2: Identifying risk*. For a summary of the different types of abuse, see Figure 1.

Figure 1: Different types of abuse that can cause harm as identified by the OCG (*Risk Management and the Child Safe Standards - Part 2: Identifying risk*).

Risks to children which can cause harm, or leave them vulnerable to harm*

Physical abuse

- Physical punishment
- Pushing, shoving, punching, slapping, kicking resulting in injury, burns, choking or bruising
- Threatening to physically harm a child
- Genital mutilation
- Peer-to-peer violence.

Neglect

- Lack of supervision
- Not providing adequate nourishment
- Not providing adequate medical care, clothing or shelter
- Lack of education.

Emotional abuse

- Bullying
- Threatening and abusive language
- Intimidation
- Shaming and name calling
- Ignoring and isolating a child
- Exposure to domestic and family violence.




Sexual abuse

- Sexual touching of a child
- Grooming
- Production, distribution or possession of child abuse material (pornography)
- Descriptions of sexual acts without a legitimate reason.

Sexual misconduct

- Sexual comments, conversations or communications
- Comments to a child that express a desire to act in a sexual manner towards them or another child.



Cultural Safety in this context is ensuring that people involved within our organisation know the expectations of how to interact with children and young people when engaging with them from the sport discipline. Having this awareness, being committed to a child safe culture, and encouraging the reporting of any breach of our policies, procedures or codes of conduct will ensure the safety, welfare and wellbeing of children within GUFC.

Supporting Documentation

Supporting this document are other policies, procedures and codes of conduct that aim to identify and prevent behaviour that may be harmful to children and young people. This documentation has been developed to guide appropriate behaviours and encourage all club members to create, maintain and improve a child safe environment. These documents include:

- Statement of Commitment to Child Safety
- Child Safe Code of Conduct
- Complaint Management Policy
- Human Resources Policy
- Child Safe Risk Management Plan

Content


Our club provides a safe culture by supporting children and young people, their families, and communities and by ensuring all volunteers and staff who work with Gymea United Football Club are committed to safeguarding children and young people.

The following subsections have been identified as areas that require additional guidance for people interacting with children and young people that are not exclusively covered by our Child Safe Code of Conduct, Complaint Management Policy, or Human Resources Policy.

Supervision of children

Clear expectations of our club volunteers are outlined in our Child Safe Code of Conduct. All coaches and managers are required to read, sign, and adhere to this policy.

All coaches and managers require a Working with Children Check ("WWCC") which is validated at the beginning of the season. As such, if a coach or manager is unable to attend a training session and another parent needs to fill in, they too should have a registered WWCC. At no time should the



children be left with a parent or other team volunteer unless they have fulfilled the obligations outlined in the GUFC Human Resources Policy.

It is recommended that two adults attend any one time when supervising children. This is the two-deep leadership principle as outlined in the Child Safe Risk Management Plan.

Managing drop offs and pick ups

A coach or manager should remain with all children or young people from the team until the identified parent or carer has returned to pick-up their child. If this becomes an issue of concern, please consult the MPIO for further advice.

Online communication

Our communications policy is in accordance with the Sutherland Shire Football Association (SSFA) Communication Policy (2017).

<https://shirefootball.com.au/wp-content/uploads/2017/04/SSFA-Communication-Policy.pdf>

Of significance is the following section:

What we ask our club members to do:

We expect our members to conduct themselves appropriately when using electronic communication to share information with other members.

Electronic communication:

- *Should be restricted to club matters.*
- *Must not offend, intimidate humiliate or bully another person.*
- *Must not be misleading, false or injure the reputation of another person.*
- *Should respect and maintain the privacy of members.*
- *Must not bring the club into disrepute.*

Coaches and others who work with children and young people (under the age of 18) must direct electronic communication through the child's parents.

Social media use

GUFC have adopted the Sutherland Shire Football Association (SSFA) Social Media Policy.

<https://shirefootball.com.au/wp-content/uploads/2022/06/SSFA-Social-Media-Policy-June-2022.pdf>



Photography and the use of images

GUFC have adopted the Football NSW and Australian Sports Commission policies for Acquiring and Displaying Images of Children. For more information:

<https://aofc.com.au/juniorfiles/2015%20Acquiring%20Displaying%20Images%20Of%20Children%20V2.pdf>



Legal Requirements

This policy is supported by legislation relevant to child safety and includes:

Children's Guardian Act 2019

Child Protection (Working with Children) Act 2012

Child Protection (Working with Children) Regulation 2013

Children and Young Persons (Care and Protection) Act 1998

Crimes Act 1900

Children and Young Persons (Care and Protection) Regulation 2012

Children and Young Persons (Care and Protection) (Child Employment) Regulation 2015

Disability Inclusion Act 2014

Anti-Discrimination Act 1977

Publication

This policy will be made readily available on the Gymea United Football Club webpage, under the Member Protection section. Our commitment to child safety and supporting documentation will also be made clear on our social media pages.

All documentation and codes of conduct will be emailed to new volunteers at the beginning of the new season to ensure compliance and understanding of the child safety standards, as well as GUFCs commitment to upholding child safety within the organisation.

Evaluation and Review

This policy is an active policy and will be reviewed regularly. This is the responsibility of the MPIO, as well as other GUFC committee members with experience and training in implementation of the child safety standards.

Last updated: February 2024