

# **NORTHERN FOOTBALL NETBALL LEAGUE INCORPORATED**



## **SCHEDULE 33: NFNL CHILD SAFETY AND WELLBEING POLICY**

**Adopted  
June 2022**



# Northern Football Netball League

## Child Safety and Wellbeing Policy

**Endorsed By:** NFNL Board, NFNL Board Meeting June 21st, 2022.  
**Applicable To:** This policy applies to all Clubs that are affiliated with the League.  
**Date for Review:** 1<sup>st</sup> November 2022

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### **Purpose**

This policy was written to demonstrate the strong commitment of the management, staff and volunteers of the Northern Football Netball League (NFNL) and its affiliated clubs to child safety and to provide an outline of the policies and practices the NFNL has developed to keep everyone safe from any harm, including abuse.

### **Child Safety Mission Statement**

The Northern Football Netball League is committed to promoting and protecting the safety and well-being of children and young people in our care. We seek to promote and protect the rights of all children in our care and prevent abuse from occurring by fostering a child safe culture. The welfare of the children in our care will always be our first priority and the NFNL has a zero tolerance to child abuse. The affiliated Clubs that provide football/netball to children and young people will present environments and experiences that always consider and put measures in place to ensure the safety of children.

### **Application of this Policy**

This policy was developed by the NFNL and in collaboration with staff, and volunteers.

This policy applies to all individuals involved in our organisation (paid and volunteer) including, but not limited to:

- Administrators
- Coaches
- Officials
- Participants
- Parents
- Spectators.

All of the people to which this policy applies have a role and responsibility in relation to child protection. They must all:

- understand the indicators and risks of child abuse;
- appropriately act on any concerns raised by children; and
- understand and follow all applicable laws in relation to the protection of children and reporting or management of child safety concerns.

### **Child Abuse**

Child abuse can take a broad range of forms including physical abuse, sexual abuse, emotional or psychological abuse and neglect. People to whom this policy applies need to be aware that child abuse can occur whenever there is actual or potential harm to a child, and these are circumstances that the NFNL Clubs are committed to reducing the risk of occurrence.

### **Children and Families' Rights to Safety and Participation**

NFNL Clubs encourage children and their families to express their views about their safety. We listen to their suggestions, especially on matters that directly affect them. We actively encourage all children and families who use our services to 'have a say' about things that are important to them.



We teach children about what they can do if they feel unsafe. We listen to and act on any concerns children, or their parents, raise with us.

### **Valuing Diversity**

We value diversity and do not tolerate any discriminatory practices. To achieve this we:

- promote the cultural safety, participation and empowerment of Aboriginal children and their families;
- promote the cultural safety, participation and empowerment of children from culturally and/or linguistically diverse backgrounds and their families;
- promote the cultural safety, participation and empowerment of children from LGBTI+ backgrounds and their families;
- welcome children with a disability and their families and act to promote their participation;
- seek appropriate staff from diverse cultural backgrounds; and
- Address all instances of racism with appropriate consequences

### **Recruiting staff and volunteers**

NFNL Clubs take the following steps to ensure best-practice standards in the recruitment and screening of staff and volunteers:

- Interview and conduct referee checks on all staff and volunteers
- Require police checks and Working with Children Checks for relevant positions.
- Our commitment to Child Safety and our screening requirements are included in all advertisements and as part of the induction process for new staff or volunteers.
- Additionally, all third-party employers will be screened upon employment.

### **Supporting staff and volunteers**

NFNL Clubs seek to attract and retain the best staff and volunteers. We provide support and supervision so people feel valued, respected and fairly treated. We support our staff and volunteers through ongoing training to develop their skills to protect all children from abuse. We have developed a Code of Conduct to provide guidance to our staff and volunteers, all of whom receive training on the requirements of the Code (*See NFNL CCS Code of Conduct 2022*).

### **Reporting a child safety concern or complaint**

The NFNL has appointed NFNL CEO Peter McDougall as Child Safety Officer with the specific responsibility for responding to any complaints made by staff, volunteers, parents or children, and he can be contacted by phone on (03) 9435 8228. All complaints will be taken seriously and responded to promptly. The NFNL and all affiliated clubs will co-operate with law enforcement agencies as required. All NFNL affiliated clubs have an appointed Child Safety Persons who can be contacted through the club (*See Page 4 for Child Safety Reporting Process*). The NFNL and affiliated clubs will use incident data to strive for continuous improvement of Child Safety processes.

### **Risk Management**

We recognise the importance of a risk management approach in preventing, identifying and mitigating the potential for child abuse or harm to occur and use this to inform our policy, procedures and activity planning. In addition to general occupational health and safety risks, we proactively manage risks of abuse to our children. To reduce the risk of child abuse occurring, adults to whom this policy applies should avoid direct, unsupervised contact with children. Adults should also take caution when engaging with children in the online environment. For example, this should be a consideration when:

- using change room facilities;
- using accommodation or overnight stays;
- travel;
- physical contact when coaching or managing children; or



- managing online group chats such as Facebook or WhatsApp chats.

**Reviewing this policy**

This policy will be reviewed every year and we undertake to seek views, comments and suggestions from children, parents, carers, staff and volunteers involved in the NFNL and its affiliated Clubs.



## Child Safety Reporting Process

