



Queen Elizabeth Park
Addison Avenue
Concord

www.rlwsc.com.au

Child Safe Policy

Russell Lea Women's Soccer Club (RLWSC) is a member of the Canterbury District Soccer Football Association. As such we play by the rules of that association. We also believe that as a club we must adhere to the highest standard of behaviour and safety both on and off the field. Our Child Safe Policy is the club's commitment to the safety and wellbeing of children and young people participating in soccer across the club, district and state. This policy is in line with the Australian National Principles for Child Safe Organisations, the NSW Office of the Children's Guardian Guidelines and Football NSW Recommendations.

RLWSC wants children who participate in football through our club programs to have a safe and happy experience. We support and respect our children, their families and our volunteers workers.

Title	Russell Lea Women's Soccer Club Child Safe Policy
Introduction	<p>Our Child Safe Policy guides volunteer workers on how to behave when interacting and engaging with children in our organisation. This policy focuses on how we can build and maintain a child safe environment which is inclusive, transparent and promotes children's participation.</p> <p>RLWSC is an affiliated member of Football NSW and the Canterbury District Soccer Football Association and fully supports the Child Protection policies and guidelines of these organisations.</p>
Participation of Children in Club Sport	<p>RLWSC supports the active participation of children in programs and activities that promote active, healthy lifestyles, enjoyment and social interactions.</p> <p>Children can provide feedback or raise concerns about actions or individuals in the club via their coaches, managers or parents or by approaching a member of the RLWSC Committee directly. This feedback can be verbal or written. The club is committed to listening to the views of the children participating within the club, respect what they say and involve them when we make decisions, especially about matters that will directly affect them.</p> <p>Children can also provide feedback directly to Football NSW if they wish by going to https://footballnsw.com.au/help-for-kids/ and selecting the link for an online feedback form.</p>
Recruitment	<p>RLWSC maintains a consistent recruitment, screening and selection process of coaches, managers and committee members who work with children involved within the club.</p> <p>Working with Children Checks are completed for all volunteers within the club, regardless of their role, and references or peer recommendations may be used to establish an individual's suitability for a volunteer role within the club.</p> <p>Go to www.kidsguardian.nsw.gov.au for more information on Working with Children applications and requirements.</p>

<p>Roles of the Member Protection Information Officer (MPIO) and Club Committee</p>	<p>The role of the MPIO and Club Committee members is to:</p> <ul style="list-style-type: none"> • Promote a safe and supportive environment for all children and young people • Implement strategies that focus on the best interests of children • Increase awareness of Child Protection issues to members, parents and players • Ensure that all officials and parents are aware of their legal obligations under the Child Protection legislation • Provide information to assist officials in dealing with and reporting all forms of child abuse • Provide guidelines to all officials on minimising risk • Ensure that all members are aware of the Code of Conduct and other policies related to child safety
<p>Complaints Management and Reporting</p>	<p>Children, volunteers and parents are able to raise concerns or complaints via their team coach or manager, which may then be escalated to the Member Protection Information Officer (MPIO) for the club.</p> <p>All volunteers (including committee members) who work within RLWSC are obliged to report any issues of concern regarding child safety and wellbeing to the MPIO who will investigate the matter further and gather information and statements from affected parties, if appropriate.</p> <p>The MPIO may consult with a range of services including:</p> <ul style="list-style-type: none"> • NSW Office of the Children’s Guardian • NSW Department of Family and Community Services • NSW Ombudsman • The National Office for Child Safety <p>The MPIO is mandated to refer any significant concerns regarding risk of harm or child safety to the NSW Department of Family and Community Service and/or NSW Police for further investigation.</p> <p>Contact the club’s MPIO for additional information: mpio@rlwsc.com.au</p>
<p>Training, support and supervision of volunteers</p>	<p>We promote respect, fairness and consideration for all volunteers within the club. A meeting of all volunteers is held at the commencement of each season and relevant information regarding child safety and wellbeing is distributed.</p> <p>All new volunteers will have access to all Code of Conduct and Child Safe policies and procedures and can approach committee members at any time if they have any questions, concerns or queries regarding child safety and their responsibilities.</p> <p>Child safety and conduct of club members is a standing agenda item at club and committee meetings and volunteers are encouraged to ask questions and contribute to the continuous improvement of child safe policies, procedures and practices within the club.</p>
<p>Other legislation, policies and guidelines</p>	<ul style="list-style-type: none"> • Child Protection (Working With Children) Act 2012 • Children and Young Persons (Care and Protection) Act 1998 NSW • National Principles for Child Safe Organisations 2018 • Football NSW Working with Children Check Policy 2017 (updated 2019) • Football NSW Working with Children Check – Guidelines for Clubs, Associations and Referee Branches • Football NSW Working with Kids Handbook

<p>Communication</p>	<p>The club offers regular information sessions at club meetings to volunteers, parents and children on child safe practices and information is available via the website on these practices.</p> <p>Child Safe policy and the Code of Conduct will be discussed during induction sessions for all new volunteers and players at the start of each football season.</p> <p>Children and parents will have access to the Child Safe Policy, the Child Safe Organisation:Guide for Parents and Carers and other relevant legislation and information via the website or by contacting the MPIO mpio@rlwsc.com.au</p>
<p>Review</p>	<p>This policy and any related guidelines will be reviewed every two years and will incorporate comments and suggestions from our volunteer workers, children and families of the club.</p>

January 2020