

# Blacktown Workers Soccer Football Club Ltd

## Child Safe Policy

We want children who participate at our Club to have a safe and happy experience. We support and respect our children, their families, and our Volunteers.

<b>Title</b>	Child Safe Policy
<b>Introduction</b>	Our policy guides volunteers on how to behave when interacting and engaging with children in our Club. The policy focuses on how we can build and maintain a child safe environment which is inclusive, transparent and promotes children's participation.
<b>Children's Participation</b>	Our organisation supports the active participation of children in the programs, activities, and services we offer. We provide an open platform of communication in a way to allow children to provide feedback or raise concerns. We listen to their views, respect what they say and involve them when we make decisions about matters that will directly affect them.
<b>Recruitment</b>	<ul style="list-style-type: none"><li>• Statement - our organisation will maintain a consistent recruitment and selection process.</li><li>• Practice – we will interview, obtain references, and the Working with Children Check must be completed.</li></ul>

<p><b>Complaints Management and Reporting</b>  Department of Family and Community Services  NSW Ombudsman  Office of the Children’s Guardian.</p>	<p>Outline the organisational procedures for children and volunteers to raise concerns or complaints. • List any reporting requirements under the relevant government agencies • Appoint a Child Safety Contact Person to manage all complaints. • List the step-by-step process the Child Safety Contact Person will follow when managing complaints</p>
<p><b>Training, support and supervision of volunteers</b>  Describe what training you provide and how you support and supervise your volunteers.</p>	<ul style="list-style-type: none"> <li>• We promote respect, fairness, and consideration for all volunteers</li> <li>• All new Volunteers may be required to have a more senior volunteer assigned to support and supervise their tasks.</li> <li>• All new volunteers will have access to all child safe policies and procedures and a more senior volunteer may set up a meeting to discuss the policies and allow the new volunteer to ask questions and clarify their understanding.</li> <li>• Child safe is a standing agenda item at committee meetings and volunteers are encouraged to ask questions and contribute to the continuous improvement of child safe policies, procedures, and practices in the club.</li> </ul>
<p><b>Other legislation, industry standards or internal policies</b></p>	<p>Child Protection (Working with Children) Act 2012</p> <ul style="list-style-type: none"> <li>• Children and Young Persons (Care and Protection) Act 1998</li> <li>• Club Constitution</li> <li>• Club Disciplinary Policy</li> <li>• Club Codes of Conduct</li> </ul>
<p><b>Communication</b></p>	<ul style="list-style-type: none"> <li>• Our policy will be discussed during induction sessions for all new volunteers</li> <li>• Kids and parents joining our club can access the policy and guidelines on our club web page along with, Code of Conduct and Dealing with Complaints process</li> <li>• Parents can obtain a a copy of the Parent's Guide to Child Protection Issues when requested.</li> </ul>
<p><b>Review</b></p>	<p>This policy and guidelines will be reviewed every two years and incorporate comments and suggestions from a range of stakeholders (including volunteers, children, and families)</p>