

Gladesville Ravens - Child protection and working with Children

Gladesville Ravens Sports Club is committed to ensuring the wellbeing and safety of all participants, and recognises the particular sensitivity of children. We aim to provide a safe and fun environment for all young people, and to support employees, suppliers and volunteers who work in close proximity with children to act in accordance with New South Wales legislation and Gladesville Ravens policies.

Those who work with children have significant responsibilities relating to behaving appropriately and safeguarding participants. It is a Club expectation that our Child Protection Policy will be adhered to.

This Gladesville Ravens Child protection and working with children policy applies to players participating in sporting teams **for** Under 18's and younger.

It is also an expectation of the Football Federation Australia that its National Member Protection Policy (found at www.footballaustralia.com.au) will be complied with by all member players, parents and guardians of players and spectators.

It as an expectation of Netball NSW that its members, players, parents and guardians comply with its Member Protection Policy. For information regarding Netball, further information on NSW Netball WWCC and child related policies can be found here (<http://nsw.netball.com.au/netball-nsw-child-related-policies-guidelines/>).

1. Working with Children Checks

Under the *Child Protection (Working with Children) Act 2012*, a **Working With Children Check (WWCC)** is required of any person over the age of eighteen engaging in child-related work, whether on a paid or voluntary basis. The objective of the WWCC is to protect children by not permitting people who may pose a risk to work with them. The WWCC is administered by the Office of the Children's Guardian. It consists of a national criminal record check, and a check for previous misconduct in the workplace. The result of a working with children check is either clearance to engage in child-related work for five years, or a bar against working with children. For further information on the WWCC or to apply for one, see <http://www.kidsguardian.nsw.gov.au/working-with-children/working-with-children-check>.

The club requires all people working with teams from U6 to U18 to have a current WWCC., We will verify the WWCC status of anyone at the club involved in child-related work.

The Act provides an exemption whereby a coach or manager of a team is a parent of a child in that team.

How do get your WWCC?

- For those who are coaches or managers (including any assistant coaches or managers) whose child under 18 years of age: please send an email to your co-

ordinator confirming the name of your child, the team he or she participates in and date of birth of your child.

- **For those who do not have a child in the relevant team** – please complete your WWCC application here: <http://www.kidsguardian.nsw.gov.au/working-with-children/working-with-children-check/apply/apply>

Once you have your WWCC number, please send an email to your relevant sport coordinator advising the number, your full name and the expiry date. Gladesville Ravens will then complete the verification process.

If you have any questions in relation to this policy, please contact the Ravens Member Protection & Information Officer (MPIO), Mel Van Grimbergen admin@gladesvillravens.com.au

2. Photographs and images of children

Gladesville Ravens requires that its members wherever possible, obtain the permission from a child's parent or guardian before taking the image of a child who is not their own and ensure the parent or guardian knows how the image will be used.

Gladesville Ravens also requires privacy of its members to be respected. Phones, cameras, videos or camera phones are not to be used inside any change areas, showers and/or toilets.

Where any images are used by Gladesville Ravens or its members, use of the full name should be avoided where possible. We will not display personal information (e.g address, email address or phone numbers without first have obtained the parent's/guardian's consent). We will also avoid the use of information about hobbies, likes/dislikes, school etc and any images of a child will ensure that the child is suitably clothed in a manner that promotes the sport or displays its success.

3. Interaction with children and coaches, managers and parents

- Physical contact should be appropriate given the nature of the sport or context of the contact.
- Players should be congratulated, comforted or counseled in open public spaces.
- When leaving events, the second last child and their parent should wait with the coach or manager so that the last group leaves together.
- Verbal boundaries are equally important and must be respected. Provide positive feedback on performance, appropriate tone and temper. Aggressive and intimidating behaviour is not in keeping with our values at Gladesville Ravens.
- Ensure you finish training at the correct time when training after dark to enable participants to leave the grounds with the lights on. If the lights at grounds during training turn off, parents, coach or manager are to keep all children (under 18s) together in an open area, supervised until parents/guardians collect children.

- Parents are encouraged to take their own children to the toilet before events begin. Children are to be accompanied by a parent (if needed), the parent should not be in the bathroom cubicle with a child that is not their own.

Contacts

Contact or report of abuse or suspicion of abuse

Any reports regarding members within the Football teams of Galesville Ravens will follow the Procedure for Handling Allegations of Child Abuse established by the Football Federation of Australia (see www.playbytherules.net.au).

Any reports regarding members within the Netball teams of Gladesville Ravens will follow the procedures set out in the Member Protection Policy of Netball NSW (see <http://nsw.netball.com.au/wp-content/uploads/sites/4/2013/10/Netball-NSW-Member-Protection-Policy-v4.pdf>).

If you believe a child is in immediate danger or a life threatening situation contact the Police immediately on 000.

Anyone who suspects, on reasonable grounds that a child or young person is at risk of being neglected, sexually or emotionally abused, should report it to Community Services. You can make a report by phoning the Child Protection Helpline on 132 111 (available 24 hours a day, 7 days a week).

General questions/ concerns

MPIO: Mel Van Grimbergen admin@gladesvilleravens.com.au

If you have any concerns in relation to the conduct of a parent, manager or adult with respect to a member under 18 years of age, and you wish to speak with a club official, please contact the appropriate coordinator as outlined below.

Womens Football: Rob Barbagello admin@gladesvilleravens.com.au

Mens Football: Ewen Page admin@gladesvilleravens.com.au

Netball: Greg Collins admin@gladesvilleravens.com.au