

## **5. Position Statements**

### **5.1 Child Protection**

The Governing Bodies are committed to the safety and wellbeing of all children and young people accessing our service. We support the rights of the child and will act without hesitation to ensure that a child safe environment is maintained at all times. We also support the rights and wellbeing of our staff and volunteers and encourage their active participation in building and maintaining a secure environment for all participants.

The Governing Bodies acknowledge that our staff, members and volunteers provide a valuable contribution to the positive experiences of children involved in football. The Governing Bodies aim to continue this and to take measures to protect the safety and wellbeing of children participating in football by:

#### **5.1.1: Identifying and Analysing Risk of Harm**

The Governing Bodies will develop and implement risk management strategies, which includes a review of existing child protection practices, to determine how child-safe and child-friendly the organisation is and to determine what additional strategies are required to minimise and prevent risk of harm to children because of the action of an employee, volunteer or another child.

#### **5.1.2: Developing Codes of Conduct for Adults and Children**

The Governing Bodies will ensure that there is a FFA Working With Children Code of Conduct that specifies standards of conduct and care when dealing and interacting with children, particularly those in the care of one of the Governing Bodies.

The Working With Children Code of Conduct will set out professional boundaries, ethical behaviour and unacceptable behaviour and will address appropriate behaviour between children (see Part B of this Policy).

#### **5.1.3: Choosing Suitable Employees and Volunteers**

The Governing Bodies will ensure that all reasonable steps are taken to ensure that the most suitable and appropriate people to work with children (in prescribed positions) are engaged.

This may be achieved using a range of screening measures. Such measures will aim to minimise the likelihood of engaging (or retaining) people who are unsuitable to work with children.

The Governing Bodies will ensure that Working With Children Checks/criminal history assessments are conducted for employees and volunteers working with children, where an assessment is required by law.

If a criminal history report is obtained as part of their screening process, the Governing Bodies will ensure that the criminal history information is dealt with in accordance with relevant state requirements (see Part C of this Policy).

#### **5.1.4: Supporting, Training, Supervising and Enhancing Performance**

The Governing Bodies will ensure that their volunteers and employees who work with children or children's records have ongoing supervision, support and training such that their performance is developed and enhanced to promote the establishment and maintenance of a child-safe environment.

#### **5.1.5: Empowering and Promoting the Participation of Children in Decision-Making and Service Development**

The Governing Bodies will promote the involvement and participation of children and young people in developing and maintaining child-safe environments.

#### **5.1.6: Report and Respond Appropriately to Suspected Abuse and Neglect**

The Governing Bodies will ensure that volunteers and employees are able to identify and respond to children at risk of harm.

The Governing Bodies will make all volunteers and employees aware of their responsibilities under respective state laws if they have a suspicion on reasonable grounds that a child has been or is being abused or neglected (see Part E of this Policy).

In addition to any legal obligation, if any person feels another person or organisation bound by this Policy is acting inappropriately towards a child or is breaching the Working With Children Code of Conduct they may make an internal complaint. Please refer to our complaints procedure outlined in Part D of this Policy. This will explain what to do about the behaviour and how the Governing Bodies will deal with the problem.

## **5.2 Taking Images of Children**

Images of children cannot be used inappropriately or illegally. The Governing Bodies require that individuals and associations, wherever possible, obtain permission from a child's parent/guardian before taking an image of a child who is not their own and ensure that the parent knows how the image will be used. We also require the privacy of others to be respected and disallow the use of camera phones, videos and cameras inside changing areas, showers and toilets.

If any of the Governing Bodies use an image of a child it will avoid naming or identifying the child or it will, wherever possible, avoid using both the first name and surname. The Governing Bodies will not display personal information such as residential address, email address or telephone numbers without gaining consent from the parent/guardian. The Governing Bodies will not display information about hobbies, likes/dislikes, school, etc as this information can be used as grooming tools by pedophiles or other persons. The Governing Bodies will only use appropriate images of a child, relevant to our sport and ensure that the child is suitably clothed in a manner that promotes the sport, displays its successes, etc. Where possible the Governing Bodies will seek permission to use these images.

The Governing Bodies require Members, including Associations and Clubs, to do likewise.