



### Statement of intent:

Barwon Heads Football & Netball Club (the Club) is committed to ensuring the safety and wellbeing of all children and young people who participate in football and netball and access the Club's services.

The Club supports the rights of the child and will seek to ensure a child-safe environment is maintained. We acknowledge the valuable contribution made by staff, club members and our volunteers, and encourage their active participation in providing and maintaining a safe, fair and inclusive environment for all participants.

### The Clubs' approach to its responsibilities:

The Club, and its affiliates will endeavour to ensure that our organisation takes reasonable steps to engage the most suitable and appropriate people to work with children, especially those in positions that involve regular unsupervised contact with children. This may be achieved using a range of screening measures.

The Club will ensure that working with children checks (WWCC) or additional screening is conducted for all employees and volunteers who work with children, where an assessment is required by law. If a criminal history report is obtained as part of the screening process of Barwon Heads Football Netball Club (BHFNC) and/or its affiliates, the organisation will handle this information confidentially and in accordance with relevant State requirements.

The Club recognises the importance of having a clear shared understanding of the standards for a child safe environment, and intentionally uses language to describe examples of abuse in this policy that may be triggering to victim survivors of abuse and/or distressing to those unfamiliar with these themes.

If you would like to offer feedback or need clarification on the content of this document, please contact the **Club Child Safety Officer** Jeremy Slattery on [cso@barwonheadsfn.org.au](mailto:cso@barwonheadsfn.org.au) and/or a Club Committee member (such as the Junior Coordinator).

### Explanation of harm / abuse types

Barwon Heads Football Netball Club prohibits all forms of child abuse and maintains a zero-tolerance policy for misconduct towards children.

Child abuse involves conduct which puts a child at risk of harm and may include:

**Emotional abuse** by ill-treating a child using derogatory comments, abusive language or psychological manipulation to gain compliance, control or to harm a child.

*Examples: humiliation, taunting, sarcasm, yelling, negative criticism, name-calling, ignoring, placing unrealistic expectations on a child, discriminatory or ostracising actions against the child, bullying.*

**Spiritual Abuse:** by not adequately providing for the child's religious, cultural or spiritual beliefs or unfairly discriminating against a child for their beliefs.

*Examples: forcing a child to wear a uniform/clothing that is in not in line with their known culture or faith, punishing a child by not respecting significant cultural practices or periods of unavailability, by mocking, making jokes or derogatory comments about a child's faith or cultural beliefs and practices.*

**Neglect** by failing to take reasonable steps to protect a child

*Examples: failing to give a child food, water, shelter or clothing or to protect a child from danger or foreseeable risk of harm or injury or failing to support religious or cultural requirements.*

**Physical abuse** by hurting a child or a child's development.

*Examples: hitting, shaking, roughly grabbing or other physical harm; giving a child alcohol or drugs; or requiring a child to participate in training that exceeds the child's development or maturity. It can also include throwing objects near or at a child to intimidate them into compliance.*

**Sexual abuse** by adults or other children, where a child is encouraged, forced to watch or to engage in sexual activity or where a child is subject to any other inappropriate conduct of a sexual nature.

*Examples: grooming (the act of preparing a child and their environment to enable abuse to occur), inappropriate touching, or conversations, sexual activity including but not limited to, "rough play" involving a child's private parts or genitals, forced removal of clothing, masturbation, oral sex, pornography, or child (sexual) abuse material.*

**Lateral abuse** by inciting or enabling other children to bully, harass, intimidate, or harm another child.

*Examples: telling a child to target another child on field, allowing children to speak in a derogatory manner about another child or ignoring behaviours that ostracise or isolates another child.*

### **Additional notes on language / terminology**

BHFNC endeavours to avoid using language that stigmatises or unfairly describes children and young people, however in some documents or processes using common language to distinguish a person's involvement in an incident may be required.

**A person using harmful behaviour** may be described as a perpetrator, aggressor, offender or respondent, these terms can be used interchangeably.

BHFNC acknowledges that when these terms are used to describe children and young people displaying harmful behaviours or when misidentification occurs, this can have long standing impacts for a person and their family.

**The person experiencing harm** may be referred to as a complainant, victim, victim-survivor or affected person. These terms are also used inclusively for those who witness or are secondarily impacted by harm.

**Aboriginality**, individuals may also identify with different words used to describe their Aboriginality, this may include the terms Aboriginal, Torres Strait Islander, First Peoples, First Nation or Indigenous Australian.

BHFNC recognises self-determination as being integral to cultural identity and community collaboration, and a key principle in child safeguarding practices. For the purposes of our club policies, the term Aboriginal is used inclusively to refer to people of Aboriginal and/or Torres Strait Islander descent.

## BHFNC Child Safety Code of Conduct

All staff, volunteers, players and Committee members, and affiliates of Barwon Heads Football & Netball Club (BHFNC / The Club) are required to observe [child safe principles](#) and expectations for appropriate behaviour towards and in the company of children, as noted below.

Coaching staff, committee members and club volunteers are encouraged to use a strengths-based approach to working with children and young people, focussing on the positive attributes and behaviours of children and young people as part of a self-determination approach to care.

All personnel of the Club (including but not limited to members, staff, volunteers, sponsors and club vendors) are responsible for supporting the safety, participation, wellbeing and empowerment of children by:

- adhering to the Club's child safe policy at all times / upholding the Club's statement of commitment to child safety at all time
  - taking all reasonable steps to protect children from abuse (including bullying and harassment by other children)
  - treating everyone with respect
  - listening and responding to the views and concerns of children, particularly if they are telling you that they or another child has been abused and/or are worried about their safety or the safety of another
  - promoting the cultural safety, participation and empowerment of
    - (1) Aboriginal children  
*For example, by never questioning an Aboriginal child's self-identification*
    - (2) children with culturally and/or linguistically diverse backgrounds  
*For example, by having a zero tolerance of discrimination*
    - (3) children with a disability  
*For example, during personal care activities*
  - ensuring as far as practicable that adults are not left alone with a child
  - reporting any allegations of child abuse or situations that appear unsafe to the **Club Child Safety Officer** [cso@barwonheadsfn.org.au](mailto:cso@barwonheadsfn.org.au) and/or a Club Committee member (such as the Junior Coordinator) and/or ensure any allegation is reported to the police or child protection.
  - if an allegation of child abuse is made, ensure as quickly as possible that the child(ren) are safe.
  - encouraging children to 'have a say' and participate in all relevant organisational activities where possible, especially on issues that are important to them.
- Members, Staff, volunteers, sponsors and club vendors must not:**
- develop any 'special' relationships with children that could be seen as favouritism.  
*For example, the offering of personal gifts, rewards or special treatment for specific children or young people; or offering to personally babysit or chauffeur the child alone.*
  - exhibit behaviours with children which may be construed as unnecessarily physical.  
*For example, inappropriate sitting on laps, offering private medical treatment away from others/the club environment.*
  - put children at risk of abuse.

*For example, by locking venue doors around children, arranging private coaching without the Club Child Safety Officer's or Junior Coordinators prior agreement or knowledge.*

- do things of a personal nature that a child can do for themselves, such as toileting or changing clothes.
- engage in open discussions of a mature or adult nature in the presence of children.  
*For example, personal social activities, enabling access to adult social media profiles or sharing of online content, promoting underage drinking, smoking, vaping, or gambling.*
- use inappropriate language in the presence of children.
- express personal views on cultures, race or sexuality in the presence of children.
- discriminate against any child, including because of culture, race, ethnicity or disability.
- denigrate (speak badly about) children or young people or their families within the Club grounds or facilities.
- use participation or membership with BHFNC to enable the abuse of children, including technology-facilitated abuse such as inappropriate online contact with a child or their family.
- ignore or disregard any suspected or disclosed child abuse.

By observing these standards, you acknowledge your responsibility to immediately report any breach of this code to **Club Child Safety Officer** [cso@barwonheadsfnc.org.au](mailto:cso@barwonheadsfnc.org.au) and/or an appropriate Club Committee member.

If you believe a child is at immediate risk of abuse phone 000.