



## Adelaide Hills Hawks Football Club Child Protection Policy

Adelaide Hills Hawks Football Club (AHHFC) is committed to promoting and protecting the interests and safety of children. We have zero tolerance for child abuse.

The club believes that everyone is responsible for the care and protection of children and is fully committed to safeguarding and promoting the wellbeing of all its members.

This policy reflects our commitment to provide a safe environment where every person has the right to be treated with respect and is safe and protected from harm.

It complies with our obligations under the **Children and Young People (Safety) Act 2017** including:

- Chapter 5 Part 1—Reporting of suspicion that child or young person may be at risk
- Chapter 8 – Providing safe environments for young people

Our policy applies to everyone involved in the club including committee members, administrators, coaches, officials (referees), volunteers, players, parents and spectators.

### Version Control

Version	Approved Date	Approved By	Short Description for Development or Review	Review Completed By	Consultation Process
V1.0	01/02/2019	Executive Management Committee AHHFC	Implementation of Child Safety Policy	Child Safety Officer and AHHFC President	Child Safety Officer and AHHFC Committee

## **The purpose of this policy is**

- To facilitate the prevention of child abuse occurring within the AHHFC
- To work towards an organisational culture of child safety
- To inform everyone involved in our club of his or her legal and ethical rights and responsibilities and the standards of behavior that are required. It also covers the care and protection of children participating in our club's activities.
- To provide guidance to coaches, coaching staff/volunteers as to action that should be taken where they suspect any abuse
- To provide assurance that any and all suspected abuse will be reported and fully investigated.

This policy covers breaches of our code of behavior and inappropriate behavior that occurs at practice, at matches, at meetings, in the club rooms, at social events organised by the AHHFC. It also covers behavior where there is suspicion of harm towards a child or young person.

We will:

- implement and comply with our policy
- promote our policy to everyone involved in our club;
- promote and model appropriate standards of behavior at all times;
- respond to breaches or complaints made under our policy promptly, fairly, and confidentially;

Everyone associated with our club must:

- comply with the standards of behaviour outlined in our policy;
- treat others with respect;
- always place the safety and welfare of children above other considerations;
- be responsible and accountable for their behaviour;
- follow the guidelines outlined in this policy if they wish to make a complaint or report a concern about possible child abuse, discrimination, harassment or other inappropriate behaviour.

## **Legal definitions of child abuse and neglect**

Legal definitions of the Children and Young People (Safety) Act 2017 define the type of abuse or neglect in which the state has authority to intervene.

Section 6 (1) states that abuse or neglect in relation to a child means:

- a. sexual abuse of the child; or
- b. physical or emotional abuse of the child, or neglect of the child, to the extent that:
  - i. the child has suffered, or is likely to suffer, physical or psychological injury detrimental to the child's wellbeing; or
  - ii. the child's physical or psychological developments in jeopardy.

## **What is child abuse or neglect?**

In South Australia, child abuse or neglect is categorised in four ways.

### **1. Physical abuse**

This is commonly characterised by physical injury resulting from

- hitting, punching, kicking (eg, marks from belt buckles, fingers)
- shaking (particularly young babies)
- burns (eg, irons, cigarettes)
- biting
- pulling out hair
- the administration of alcohol or other drugs.

## **2. Sexual abuse**

This occurs when someone in a position of power to the child uses that power to involve the child in sexual activity. It can include:

- sexual suggestion
- exhibitionism, mutual masturbation, oral sex
- showing of pornographic material (eg, DVDs, internet, mobile phones)
- using children in the production of pornographic material
- penile or other penetration of the genital or anal region
- child prostitution.

## **3. Emotional abuse**

This tends to be a chronic behavioural pattern directed at a child so that a child's self-esteem and social competence are undermined or eroded over time. It can include:

- devaluing (eg, "You're hopeless, useless, stupid")
- ignoring (parent or carer is psychologically unavailable to the child)
- rejecting (telling a child in varying ways they are unwanted)
- corrupting (to allow children to participate in immoral or criminal acts)
- isolating (limits normal social experiences)
- terrorising (may single out or threaten with punishment or death)
- domestic violence in the child's presence.

## **4. Neglect**

**This** is characterised by the ongoing failure to provide for the child's basic needs which has a detrimental impact on the child's physical and/or psychological development and wellbeing.

Neglect may include:

- inadequate supervision of young children for long periods of time
- failure to provide adequate nutrition, clothing or personal hygiene
- failure to provide needed or adequate health care or medical treatment
- disregard for potential hazards in the home
- forcing a child to leave home at a young age
- allowing a child to engage in chronic truancy.

## **Our Commitment to child safety**

All children who come to AHHFC have a right to feel and be safe. We are committed to the safety and well-being of all children and young people accessing our services and the welfare of the children in our care will always be our first priority.

We aim to create a child safe and child friendly environment where all children are valued and feel safe. Your first point of contact with any issues relating to child safety will be the appointed Child

Safety Officer. This person will be able to provide advice and support to children, parents and volunteers regarding the safety and well-being of children in our organisation.

### **Children's participation**

AHHFC encourages and respects the views of children and young people who access our club. We listen to and act upon any concerns that children, young people or their families raise with us. We teach children what they can do if they feel unsafe. We ensure that children, young people and their families know their rights and how to access the complaints procedures available to them. We value diversity and do not tolerate any discriminatory practices.

The email address [support@adelaidehillshawks.net](mailto:support@adelaidehillshawks.net) has been established as tool to receive feedback from all stake holders. This does not exclude the promotion of children reaching out to coaches or other committee members at any stage for support.

### **Reporting and responding to suspected child abuse and neglect**

Information about making appropriate reports of abuse or neglect is available from the Families SA website <http://www.families.sa.gov.au/childsafe>.

AHHFC will not tolerate incidents of child abuse. EVERYONE must understand their obligation to notify the Child Abuse Report Line on 13 14 78 as soon as practicable if they have a reasonable suspicion that a child has been, or is being, abused or neglected.

In addition to making a report to the Child Abuse Report Line, coaches and volunteers must also report to the appointed Child Safety Officer or a member of the AHHFC committee if reasonable suspicion is formed that a child has been, or is being, abused or neglected by another member, employee, or volunteer.

In response to any report to a Committee member concerning a member, coach or volunteer of this club, the committee may determine to take disciplinary action, including removal from the club. Other protective actions may also be introduced to ensure the safety of children and young people within our club.

### **Supporting children, young people and their families**

Child Protection is everyone's responsibility. AHHFC recognises that even where a report is made, we may still have a role in supporting the child or young person. This support may include:

- Referring the child, young person or their family to other appropriate services

Displaying information about services that can assist children and their families (such as the Kids Helpline and Youth Healthline) in areas accessed by children and their families

### **Risk Management**

At AHHFC we are committed to proactively and systematically identifying and assessing risks to children's safety within our club and the whole environment, and reducing or eliminating (where possible) all potential sources of harm. We document, implement, monitor and periodically review our risk management strategies for child safety and ensure that the strategy changes as needed and as new risks arise.

AHHFC will develop and implement risk management strategies regarding child safety which will identify and mitigate the risk(s) of child abuse in our environment by taking into account:

- the nature of AHHFC environment, for example risks posed by physical environments such as doors that can lock; insecure parameter fencing and
- the activities expected to be conducted in that environment (including the provision of services by other volunteers from outside organisations);

Where risks are identified of child abuse occurring, AHHFC Executive Committee and the Child Safety Officer in consultation will:

- make a record of those risks;
- Specify the action(s) AHHFC will take to reduce or remove the risks (risk controls), which will take into account the nature of the risk and the diversity characteristics of the children affected by the risk.

The AHHFC Executive Management Committee and the Child Safety Officer will monitor and evaluate the effectiveness of the implementation of its risk controls.

## Review of this policy

We are committed to continuous improvement of our child safety systems and practices. We intend that this policy will be an active document that will be regularly reviewed to ensure that its working in practice and updated to accommodate changes in legislation or circumstances. We will retain a history of updates to this policy

## Related documents

Title	Document Source
Code coach of behavior	Adelaide Hills Hawks Football Club
Interacting with children guidelines	Adelaide Hills Hawks Football Club
Illegal drugs policy	Adelaide Hills Hawks Football Club
Disability Policy	Adelaide Hills Hawks Football Club
Social Media Policy	Adelaide Hills Hawks Football Club
Picking up dropping off children	Adelaide Hills Hawks Football Club
Risk Management Policy	Adelaide Hills Hawks Football Club
Recruitment Policy	Adelaide Hills Hawks Football Club
Responding to complaints	Adelaide Hills Hawks Football Club
Complaint handling process	Adelaide Hills Hawks Football Club
Disciplinary Policy	Adelaide Hills Hawks Football Club
Appeals	Adelaide Hills Hawks Football Club

## Resources to support this policy

The following resources are recommended for support in the implementation of this policy;

1. Child Safe Environments Relevant History Assessments  
*Office of Recreations and Sport January 2018*

2. Our community response to Child Abuse and Neglect -Guidelines for Mandated Notifies and information for Organisations  
***Department for Education and Child Development April 2017***
3. Risk Management Resource For Recreation & Sport Organisations  
***Office of Receptions and Sport January 2018***

***Policy activated***



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**Daniel Butler. President Adelaide Hills Hawks FC**

**Date: 19/02/2019**