

CHILD PROTECTION POLICY

POLICY STATEMENT

Every child or young person who plays or participates in football should be able to take part in an enjoyable and safe environment and be protected from abuse. This is the responsibility of every adult involved in football.

PURPOSE OF THIS POLICY

The purpose of this policy is to provide written processes for the Risk Management of the appropriate conduct of CUFC members that accords with Legislation applying in Queensland about the care and protection of children.

SCOPE

This policy is seeking to protect children and young people, whether their membership is as a player, coach, referee or spectator.

REFERENCES

Commission for Children and Young People and Child Guardian Act 2000 (Qld)
Commission for Children and Young People and Child Guardian Amendment Act (2004)

DEFINITIONS

A **child** is a person under 18 years of age.

Harm is any detrimental effect of a significant nature on the child's physical, psychological or emotional well being. It is immaterial how the harm is caused. Harm can be caused by:

_ Physical, psychological or emotional abuse or neglect; bullying or sexual abuse or exploitation.

Member There are three categories of membership of the CUFC:

Players who have current FFA registration with CUFC. If

the player is under 18 years of age, their parent has membership.

Referees who have current FFA registration and are enrolled with CUFC. If the referee is under 18 years of age,

their parent has membership.

Coaches who have current FFA registration and are enrolled with the

CUFC. If the Coach is under 18 years of age,

their parent has membership.

In this document, reference to "A Member" includes child participants and their parents.

Non-Members - Any other individual who has reason to interact with club members.

This may include spectators, bus drivers, accommodation facility staff, media personnel, photographers, representatives of supplier companies, etc. Non-members themselves may also be children.

ACRONYMS

CUFC – Cooroora United Football Club.

CCYPCG – Commission for Children and Young People and Child Guardian

RDO – Regional Development officer – employed by FQ to work in the Wide Bay Zone

FFA - this is the Football Federation of Australia, the national football organisation in Australia.

FQ – Football Queensland

QPS – Queensland Police Service

.WHO MUST COMPLY

Applies to all, volunteers and members of CUFC Football and any visiting personnel. **

USEFUL CONTACTS

Commission for Children and Young People and Child Guardian, telephone 07 3247 5525

** Queensland Police Service Juvenile Aid Bureau.

** the Department of Child Safety

PRINCIPLES AND GUIDELINES

PRINCIPLES

The Club will uphold the following principles under this Policy:

- _ A child's welfare is, and must always be, the paramount consideration.
 - _ Protecting children from harm and the risk of harm is fundamental to maximising their personal and sporting potential.
 - _ Any behaviour management practices will be administered with respect and in a manner which maintains the child's dignity.
 - _ The Club recognises that people who are subjected to abuse are harmed by it.
 - _ All members must ensure that their behaviour towards and relationships with children reflect proper standards of care for children, and are not unlawful.
 - _ Sexual acts by an adult employee or volunteer with a child will always be sexual abuse.
 - _ Anybody within the club who becomes aware or reasonably suspects that a child is being harmed must report it to the club in accordance with the club's Procedures for Reporting Harm.
 - _ CUFC will respond diligently to a report of suspected or actual harm, or risk of harm to a child.
 - _ Reprisals against a child or others making a complaint will not be tolerated.
 - _ CUFC will act fairly and reasonably towards a member or volunteer who is the subject of allegations of improper conduct.
 - _ CUFC will support a member or volunteer who is the subject of a proven false allegation of causing harm to a child.
 - _ The CUFC will take disciplinary action against members who harm others, and appropriate action against volunteers who harm others.
 - _ The CUFC will not permit people to work in a position if the club believes, on the basis of all information available that, if the allegations against them were wholly or partly true, there would be an unacceptable risk that others might be harmed.
 - _ CUFC expects children to show respect to our members and volunteers and to comply with safe practices.
 - _ Working in partnership with other organisations, children and young people and their parents/carers is essential to providing a safe environment for children.
 - _ CUFC will cooperate with state authorities in resolving allegations of harm.
- It is important that all club members and volunteers are clear about how to report a concern about the welfare of a child or young person. This means following the guidelines set out in this policy.

GUIDELINES

In complying with these principles the club will be guided by the following:

Natural Justice

The principles of natural justice will apply to decisions to be made under this Policy. The two fundamental principles of natural justice are:

That those making a decision are not biased.

That nobody should be condemned unless they are given prior notice of the allegations against them and they have a fair opportunity to be heard.

Process

It is important to make the lodging of a complaint easy.

Confidentiality

Each person who has access to information regarding suspected or disclosed harm has an obligation to observe appropriate confidentiality. The club is unable to promise absolute confidentiality since its policies will require disclosing, internally and externally, certain details involved in responding to any complaint. State authorities can compel people to give evidence about actions under the Policy and to produce documents.

Criminal Law

Where there are allegations of criminal misconduct, the allegations should be referred to the police. The club must refer all allegations of paedophilia to the police, including those from the past, except where the alleged perpetrator is deceased.

Defamation

A person providing information about harm in good faith to a person who needs to know that information is generally excused from liability for defamation.

Promptness

All steps under the Policy should be carried out promptly. The club will keep the victim and the alleged perpetrator informed of progress.

Protection

The club will ensure that the following are undertaken in order to reduce the chance of abuse occurring:-

_ Ensure that each member understands and fulfills their obligations under this Policy.

_ Ensure that each member and volunteer who has contact with children has a current positive suitability notice issued by the Commissioner for Children and Young People¹.

Interviews

There will be two representatives of the club present at interviews, where practical. In cases of allegations of serious harm it is best not to interview a child unless a properly qualified person conducts the interview.

¹Note: the Act currently exempts volunteers who are parents of children from the requirement to have suitability notices. It is therefore a moot point as to whether all volunteer parents should have suitability notices.

Public Relations

The club will react quickly to allegations of harm so that accurate and relevant information is available for members, volunteers, members and their families and for the media.

Police Action

It will usually be necessary to wait until the police have decided whether to charge the respondent before taking any internal disciplinary proceedings. If the police do charge the respondent, it will be necessary to wait until the charges have been dealt with in the courts before commencing internal enquiries or disciplinary proceedings. This does not preclude the club from seeking advice from police regarding the duty of care to existing children which may involve the standing down of a member during an investigation. The police are not required to inform the club about their investigation. Some of their material may be acquired under a Freedom of Information request when their work on the case is finished.

Breaches

Any suspected breach of the policies contained within this strategy will be investigated. It may be appropriate to refer the incident to outside organisations (eg. QPS or Dept of Child Safety.) If an internal investigation is required, the DSO advises the club president who, in consultation with other club executive, will appoint an investigator. The investigator will make enquiries in accordance with the strategy's expressed guidelines, policies and procedures.

The club's Disciplinary Procedure will then be implemented, where relevant, and penalties applied for any breaches. Any individual unhappy with the outcome, be complainant or alleged perpetrator, may utilise the club's appeal process.

Publication

The club will ensure that this strategy is published:-
on the CUFC website;