



ELTHAM REDBACKS FOOTBALL CLUB INC.
ABN 34 394 819 801, Reg No. A0008940Y
Correspondence to: PO Box 236, Eltham, VIC 3095
Home ground: Cedar Ave, Eltham North

Eltham Redbacks Football Club

6.1 Child Protection Policy (taken from the Member's Protection Policy)
Adopted: January 2019
Scheduled for review: 2024

NOTE: For references to other 'parts', see the related section of the Member's Protection Policy.

6.1 Child protection

ERFC is committed to the safety and well-being of all children and young people who participate in our club or access our services. We support and will uphold the rights of the child at all times and act to ensure that a child-safe environment is maintained.

We acknowledge the valuable contribution made by our employees, contractors and members and we encourage their active participation in providing a safe, fair and inclusive environment for all participants.

6.1.1 Identify, analyse, control and manage risk of harm

ERFC recognises that there is a myriad of interactions between adults and children that occur during the normal activities of our club. To help create and maintain a safe, inclusive and enjoyable experience for our children, ERFC has identified and analysed the risk of harm to children (see Assessment of the Risk of Harm to Children in Part B of the Members Protection Policy).

In response to the identification and analysis of the risk of harm to children, the club has in place a range of controls to minimise, with the aim of eliminating, instances of actual harm to children. These controls include, but may not be limited to:

- Meeting with candidates for paid and volunteer roles within the club prior to appointment;
- Member declarations (see Members Protection Declaration in Part C of the Members Protection Policy) by appointed paid and volunteer workers;
- Undertaking training courses where appropriate for paid and volunteer workers; and
- Appointment of Member's Protection Information Officers.

ERFC is committed to the ongoing identification, analysis and control of the risk of harm to children and will continue to update these guidelines within the five-year cycle of review of this policy.

6.1.2 Develop Codes of Conduct

ERFC has developed and will promote Codes of Conduct for all members that sets out the behaviours we expect of them. Codes of Conduct aimed at adults will explicitly promote appropriate conduct towards children.

(Refer to the attachments in Part B of this policy.)

6.1.3 Choose suitable employees and volunteers





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ERFC commits to taking all reasonable steps to ensure that our organisation engages suitable and appropriate people to work with children, especially those in positions that involve regular unsupervised contact with children.

We will ensure that Working with Children Checks ('WWC Checks') are conducted for all employees and volunteers who work with children, regardless of whether an assessment is required by law.

Any information collected or received in this process will be handled confidentially and in accordance with the relevant legal requirements.

(Refer to the attachments in Part C of this policy.)

6.1.4 Support, train, supervise and enhance performance

ERFC will ensure that all our employees and volunteers who work with children have ongoing supervision, support and training. Our goal is to develop their skills and capacity and to enhance their performance, so we can maintain a child-safe environment in our sport.

The committee will, from time to time, set relevant courses for our employees and volunteers to attend.

6.1.5: Empower and promote the participation of children

ERFC will encourage children and young people to be involved in developing and maintaining a child-safe environment for our sport. Our goal is for our children and young members to develop a voice in the running of the club and to enhance the footballing environment with them.

The committee will, from time to time, establish structures and sub-committees involving children and young people, with the express purpose of receiving feedback about how the club is being run for them and to involve them in age appropriate decision-making processes.

6.1.6: Report and respond appropriately to suspected abuse and neglect

ERFC will ensure that all our employees and volunteers are able to identify and respond appropriately to children at risk of harm and that they are aware of their responsibilities under Victorian law to make a report if they suspect on reasonable grounds that a child has been, or is being, abused or neglected.

(Refer to the attachments in Part E of this policy.)

Further, if any person believes that another person or organisation bound by this policy is acting inappropriately towards a child, or is in breach of this policy, he or she may make an internal complaint to us.

(Refer to the attachments in Part D of this policy.)
