



Melbourne Cricket Club Football Club

CHILD SAFE POLICY

POLICY NAME	Child Safe Policy
EFFECTIVE DATE	1 September 2021
REVIEW SCHEDULE	Annually
CONTROLLING BODY	MCCFC Committee

1. INTRODUCTION

- 1.1. Melbourne Cricket Club Football Club (**MCCFC / the Club**) is committed to ensuring that children and young people who participate in its activities have a safe and happy experience. MCCFC supports and respects children, young people, staff, volunteers and participants.
- 1.2. The aim of the Club's Child Safe Policy (**the Policy**) is to protect the safety of children in our care and prevent abuse from occurring, and in the event that allegations are raised in relation to child abuse, to ensure that the allegations are properly addressed. All complaints will be treated seriously and fully investigated and handled with maximum confidentiality and discretion.
- 1.3. Should a person wish to make any enquiries in relation to this Policy, please contact the Club Chair or Secretary.

2. POLICY STATEMENT

- 2.1. MCCFC is committed to providing the highest level of membership service. This includes protecting members' privacy, promoting positive behaviours and attitudes, protecting the health safety and wellbeing of members, particularly children and delivering the Club's activities while acting in the best interests of children in the sport.
- 2.2. Specifically, MCCFC considers that the health, safety and well-being of children take priority over all other competing considerations. MCCFC considers that this is necessary to ensure the health, safety and welfare of all members and protect the image and reputation of the sport, MCCFC and its affiliate members.
- 2.3. MCCFC has a zero tolerance approach to child abuse and is committed to promoting and protecting children from abuse and neglect to the greatest extent possible. All children have equal rights to protection from child abuse, regardless of their sex, religion, disability or sexual orientation etc.
- 2.4. Child protection is a shared responsibility between the Club, its members, Committee members, staff, employees, workers, contractors, associates, parents/guardians, coaches, spectators, volunteers and members of its community. Everyone that



participates in MCCFC's activities is responsible for the care and protection of children, and reporting information about child abuse.

- 2.5. MCCFC supports the active participation of all children. It listens to their views, respects their views and involves them when making decisions, where appropriate, especially about matters that will directly affect them (including their safety).
- 2.6. MCCFC is also committed to the cultural safety of Aboriginal children, and those from culturally and/or linguistically diverse backgrounds, and to providing a safe environment for children living with a disability.

3. SCOPE

- 3.1. This Policy applies to participants, their relatives and friends, Club members (including Committee Members), spectators, officials, coaches, volunteers and staff throughout all MCCFC events and activities.
- 3.2. MCCFC will consider this Policy when developing, designing and managing other policies and programs to ensure they promote Children's rights and include relevant child safety considerations.

4. RELATED DOCUMENTS & LEGISLATIVE REQUIREMENTS

- 4.1. This Policy must be read in conjunction with:
 - 4.1.1. the law of the Commonwealth and Victoria including but not limited to:
 - 4.1.1.1. Children, Youth and Families Act 2005 (Vic)
 - 4.1.1.2. Child Wellbeing and Safety Amendment (Child Safe Standards) Act 2015 (Vic)
 - 4.1.1.3. Crimes Act 1958 (Vic); and
 - 4.1.1.4. Working with Children Act 2005 (Vic)
 - 4.1.2. MCCFC's "Constitution and Rules" (**Constitution**) and all other policies and procedures, as created and amended from time to time.

5. DEFINITIONS

- 5.1. **Child** means a person involved in the activities of MCCFC (including players) and under the age of 18 years unless otherwise stated under the law applicable to the child.
- 5.2. **Child protection** means any responsibility, measure or activity undertaken to safeguard children from harm.
- 5.3. **Sexual offence** means a criminal offence involving sexual activity or actions of indecency or any act which exposes a child to, or involves a child in, sexual activity or matters beyond his or her understanding or contrary to accepted community standards. Sexually



offence behaviours can include the fondling of genitals, masturbation, oral sex, vaginal or anal penetration by a penis, finger or any other object, fondling of breasts, voyeurism, exhibitionism, and exposing the child to or involving the child in pornography. It includes child grooming, which includes actions deliberately undertaken with the aim of befriending and establishing an emotional connection with a child (or the child's carer, family or supervisor) to lower the child's inhibitions and prepare them for engagement in a sexual offence.

- 5.4. **Mandatory reporter** means a person who is legally required to make a report to the Department of Families, Fairness and Housing or its successors (**Relevant Department**) or the Police if they form a belief on reasonable grounds that a child is in need of protection. It includes teachers, principals, registered psychologists, nurses, doctors and midwives.

6. RECOGNISING AND REPORTING CHILD ABUSE

- 6.1. A person may, in the course of participating in the sport or other activities of MCCFC or carrying out their work, form a belief on reasonable grounds that a child is in need of protection from child abuse.
- 6.2. If a person is concerned about an immediate risk to a child's safety, the person must phone "000" as soon as practicable.
- 6.3. **Child abuse** can be divided into four categories:
- 6.3.1. **Physical abuse:** occurs when a child has suffered, or is likely to suffer, significant harm as a result of a physical injury, such as a non-accidental physical injury.
 - 6.3.2. **Sexual abuse:** occurs when a child has suffered, or is likely to suffer, significant harm as a result of sexual abuse, such as when a child is exploited, or used by another for his or her sexual gratification or sexual arousal, or for that of others.
 - 6.3.3. **Emotional and psychological abuse:** occurs when a child has suffered, or is likely to suffer, emotional or psychological harm of such a kind that the child's emotional or intellectual development is or is likely to be significantly damaged; and
 - 6.3.4. **Neglect:** occurs when a child's physical development or health has been, or is likely to be significantly damaged. It refers to an omission, such as depriving a child of food, clothing, warmth, hygiene, intellectual stimulation, supervision and safety, attachment to and affection from adults, or medical care.
- 6.4. Child abuse includes any actions that results in actual or potential harm to a child, in circumstances where the child's parents have not protected, or are unlikely to protect, the child.
- 6.5. **Mandatory Reporters**
- 6.5.1. Select classes of people in the community (including teachers, nurses and doctors) are required by law to report to the Child Protection Unit of the Relevant Department where they have formed a belief, on reasonable grounds, that a child is in need of protection because they have suffered (or are likely to suffer) significant harm due to physical or sexual abuse.



6.5.2. This report must be made as soon as practicable, and after each occasion where he or she becomes aware of a further reasonable grounds for the belief.

6.6. Reasonable grounds for belief

6.6.1. A reasonable belief is formed if a reasonable person believes that:

6.6.1.1. the child is in need of protection;

6.6.1.2. the child has suffered or is likely to suffer significant harm as a result of physical or sexual injury; and

6.6.1.3. the child's parents are unable or unwilling to protect the child.

6.6.2. To form a reasonable belief, you should consider and objectively assess all the relevant facts, such as the source of the allegation and how it was communicated, the nature of and details of the allegation, and whether there is any other related matters known regarding the alleged perpetrator.

6.6.3. A 'reasonable belief' or a 'belief on reasonable grounds' is not the same as having proof, but is more than mere rumour or speculation.

6.6.4. You will have reasonable grounds to notify if:

6.6.4.1. a child states that they have been physically or sexually abused;

6.6.4.2. a child states that they know someone who has been physically or sexually abused (sometimes the child may be talking about themselves);

6.6.4.3. someone who knows a child states that the child has been physically or sexually abused;

6.6.4.4. professional observations of the child's behaviour or development leads a professional to form a belief that the child has been physically or sexually abused or is likely to be abused; or

6.6.4.5. signs of abuse lead to a belief that the child has been physically or sexually abused.

6.7. Voluntary Reporters

6.7.1. In addition to the mandatory reporting obligations above, any person who believes on reasonable grounds that a child is in need of protection from any form of child abuse, *may* disclose that information to the Police or the Relevant Department.

6.8. Reporting Child Sexual Abuse

6.8.1. If a person receives information that leads them to form a reasonable belief that a sexual offence has been committed in Victoria against a child (under the age of 16 years) by another person (of or over the age of 18 years), the person has a legal obligation to disclose that information to the Police as soon as it is practicable. Individuals who fail to comply with this obligation under the Crimes Act 1958 (Vic) may be subject to a penalty of 3 years imprisonment.



6.9. MCCFC Approach to Reports of Abuse

- 6.9.1. MCCFC supports and encourages a person to make a report to the Police or the Relevant Department if they form a belief on reasonable grounds that a child is in need of protection, or they are concerned about the safety, health or wellbeing of a child.
- 6.9.2. Any person that makes a report in good faith in accordance with their reporting obligations (whether mandatory or discretionary) will be supported by MCCFC and will not be penalised by the Club for making the report.
- 6.9.3. If a person is uncertain as to whether they should make a report to an external authority in relation to the safety of a child, they may speak to the Club Chair or Secretary for guidance and information. If in doubt, ask for assistance.
- 6.9.4. If an allegation is made against a member of staff or volunteer, MCCFC will follow the procedures, if applicable, outlined in clauses 4 and 5 of the Constitution and take all steps to ensure that the safety of the child is paramount. An initial step will involve removing the accused person from active direct contact with children and may entail them being stood down, reassigned to another role or any other measures deemed appropriate depending on the seriousness of the allegation.
- 6.9.5. MCCFC will investigate allegations of inappropriate conduct against a child in accordance with procedural fairness and will handle the allegations in a confidential manner to the greatest extent possible.
- 6.9.6. MCCFC will cooperate with the directions of the Police and/or the Relevant Department in relation to any investigation conducted by these authorities.
- 6.9.7. MCCFC will keep a register of any allegations regarding inappropriate conduct of the kind covered by this Policy.

7. ROLES AND RESPONSIBILITIES OF PERSONNEL PROTECTING CHILDREN

- 7.1. Personnel involved in protecting children include the Committee, coaches, staff and volunteers within the Organisation. Those people have responsibilities in relation to protection of children and are expected to:
 - 7.1.1. not harm or exploit children who access MCCFC's services;
 - 7.1.2. understand the rights of children, as appropriate to their role;
 - 7.1.3. respect the cultural and religious practices of families who access the Club's services, programs or events;
 - 7.1.4. understand and appropriately respond to the needs of children with developmental delays or disabilities;
 - 7.1.5. appropriately act on any concerns raised by children;
 - 7.1.6. understand the definitions, indicators and impact of child abuse:



7.1.7. know and follow regulations in relation to the care of children; and

7.1.8. co-operate with police and/or other formal investigations to the best of their ability.

8. CHILD SAFE AND CHILD FRIENDLY GUIDELINES TO PREVENT AND MANAGE RISKS OF CHILD ABUSE

8.1. Change Rooms

8.1.1. Adult officials, regardless of gender, should only enter change rooms if accompanied by another adult. Prior to entering change rooms, officials should notify the people in the change room of their intended entrance. For the avoidance of doubt this requirement does not apply to parents/legal guardians when in a room with their child.

8.2. Travel - General

8.2.1. All team members over 18 years of age retain an overriding responsibility for the welfare of all athletes they accompany during team travel activities. They have a 'duty of care' for athletes and they must meet that duty and avoid unaccompanied and unobserved activities with persons less than 18 years of age wherever possible. For the avoidance of doubt this requirement does not apply to parents/legal guardians when in a room with their child.

8.3. Adults under investigation

8.3.1. Adults under investigation in relation to a matter involving child abuse, or any matter which has the potential to jeopardise their Working With Children Check (**WWCC**) status may be prohibited, by the MCCFC Committee, from participating in the Club's activities.

8.4. Coach Assistance

8.4.1. All coaches must ensure that all physical contact with athletes which occurs when coaching is appropriate for the situation and necessary for the athlete's safety. It is strongly recommended that:

8.4.1.1. coaches ensure that there are other adults present whenever coaching;

8.4.1.2. coaches take care to explain the procedure to the child prior to beginning any physical contact; and

8.4.1.3. coaches obtain consent from the athlete prior to beginning any physical contact.

9. ENGAGING NEW PERSONNEL

9.1. The minimum standard for background checks of employees and volunteers of MCCFC and its members is the law as it applies in Victoria.



9.2. The Club's process for engaging new Committee Members, coaches, staff and volunteers aims to:

9.2.1. promote and protect the safety of all children who participate in the activities of MCCFC;

9.2.2. identify and recruit the safest and most suitable candidates who share MCCFC's values and commitment to protect children; and

9.2.3. prevent a person from working or engaging in activities with MCCFC if they pose an unacceptable risk to children.

9.3. MCCFC requires Committee members, coaches, staff and volunteers to provide appropriate evidence (e.g. valid and current WWCC or other state equivalent and/or Police check) to show that they are suitable to work with children and young people in a recreational setting.

9.4. MCCFC will exercise discretion and may require applicants to provide a Police check in accordance with the law and as appropriate, before they commence their engagement and during their time with MCCFC in regular intervals.

9.5. MCCFC will, where reasonably practicable, undertake reference checks prior to engaging any personnel. The club will do so, in all cases of paid personnel.

9.6. Once engaged, MCCFC will provide staff and volunteers with access to this policy and staff and volunteers must review and acknowledge their understanding of this policy.

9.7. MCCFC requires all Committee Members and coaches to possess a valid and current WWCC. MCCFC, in its discretion, may require same of any other person involved with the Club who has direct contact with children.

10. RISK MANAGEMENT APPROACH

10.1. Child safety is a part of MCCFC's overall risk management approach.

11. POLICY BREACHES

11.1. It is a breach of this policy for any person or organisation to which this policy applies, to have been found to have done anything contrary to this policy. Any breach of this policy is subject to the Code of Conduct and clause 4 of the Constitution.

12. POLICY PROMOTION

12.1. This policy will be made available to all members via the Club website.

12.2. This policy, on inception and each subsequent review, will be communicated to all Club members, coaches, staff, volunteers and Committee members via email.



13. REVIEW PROCESS

- 13.1. This policy will be reviewed by the MCCFC Committee on an annual basis.
- 13.2. If you would like to provide MCCFC with any feedback or suggestions to improve this policy, please contact the Club Secretary via email (melbcricketclubfc@gmail.com).
- 13.3. In addition to the regular review of this policy, recommendations for changes to the policy may be submitted to the MCCFC Committee for consideration at any time. In the event that changes are accepted, the policy will be updated, and circulated to all stakeholders via the website and email.