

# Tolland Football Club Incorporated

A.B.N. 12 521 354 921

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## Tolland Football Club Child Protection Policy

### **Rationale:**

The Tolland Football Club is committed to the safety and wellbeing of all children and young people associated with our club. We support the rights of the child and will act without hesitation to ensure that a child safe environment is maintained at all times. We also support the rights and wellbeing of our members and volunteers and encourage their active participation in building and maintaining a secure environment for all children associated with our club.

### **What Is Child Abuse:**

Child abuse involves conduct which puts children at risk of harm (usually by adults, sometimes by other children) and often by those they know and trust. It can take many forms, including verbal and physical actions and by people failing to provide them with basic care. Child abuse may include:

1. Physical abuse, which occurs when a child has suffered or is at risk of suffering non- accidental physical trauma or injury. This may include, but is not limited to, hitting, shaking or other physical harm; giving a child alcohol or drugs; or training that exceeds the child's development or maturity.
2. Sexual abuse, which occurs when an adult, other child or adolescent uses their power or authority to involve a child in a sexual activity or any other inappropriate conduct of a sexual nature (e.g. sexual intercourse, masturbation, oral sex, pornography including child pornography or inappropriate touching or conversations).
3. Emotional abuse, which occurs when a child's social, emotional, cognitive or intellectual development is impaired or threatened. Emotional abuse can include, but is not limited to, emotional deprivation due to persistent rejection or criticism, hostility, teasing/bullying, humiliation, taunting, sarcasm, yelling, negative criticism, name calling, or placing unrealistic expectations on a child.
4. Neglect, which occurs when, a child's basic necessities of life are not met and their health and development are affected. Basic needs include food, water, shelter, adequate clothing, personal hygiene, timely provision of medical treatment and adequate supervision.

5. Harassment is any type of unwelcome behaviour which has the effect of offending, humiliating or intimidating the person. The behaviour is unwelcome and a reasonable person would recognise it as being unwelcome and likely to cause the recipient to feel offended, humiliated or intimidated.
6. Unlawful harassment can be based on any of the personal characteristics covered by anti-discrimination law such as a person's race, sex, pregnancy, marital status or sexual orientation (see characteristic list under Discrimination). Unlawful harassment includes Sexual Harassment.
7. It does not matter whether the harassment was intended: the focus is on the impact of the behaviour. The basic rule is if someone else finds it harassing then it could be harassment. Harassment may be a single incident but is usually repeated. It may be explicit or implicit, verbal or non-verbal, and includes electronic cyber communication.
8. Public acts of racial hatred which are reasonably likely to offend, insult, humiliate or intimidate are also prohibited. This applies to spectators, participants or any other person who engages in such an act in public. Some states and territories also prohibit public acts that vilify on other grounds such as homosexuality, gender identity, HIV/AIDS, religion and disability – see definition of Vilification and harassment below.

**NB: Vilification: Use of abusive or defamatory language to insult or upset a person.**

**Harassment:**

Harassment is any unwelcome conduct, verbal or physical, that intimidates, offends or humiliates another person and which happens because a person has a certain personal characteristic protected by State, Territory or Federal anti-discrimination laws.

The offensive behaviour does not have to take place a number of times, a single incident can constitute harassment.

**Taking Images of Children**

There is a risk that images of children may be used inappropriately or illegally. The Club requires that individuals and associated clubs, wherever possible, obtain permission from a child's parent/guardian before taking an image of a child who is not their own and ensure that the parent knows how the image will be used. We also require the privacy of others to be respected and disallow the use of camera phones, videos and cameras inside changing areas, showers and toilets which we control or are used in connection with our club.

The Club acknowledges that our players, officials, coaches, members and volunteers provide a valuable contribution to the positive experiences of children involved in our club. The Club aim to continue this and to take measures to protect the safety and wellbeing of children participating in football by:

1. Identifying and Analysing Risk of Harm to children in our care
2. The Club will develop and implement risk management strategies, which includes a review of existing child protection practices, to determine how child-safe and child-friendly the organisation is and to determine what additional strategies are required to minimise and prevent risk of harm to children because of the action of any coach, player, official, volunteer or another child.
3. Developing Codes of Conduct for Adults and Children

The Club will ensure that there is a FFA Working With Children Code of Conduct that specifies standards of conduct and care when dealing and interacting with children, particularly those in the direct care of the Tolland Football Club.

4. Have our own Child protection Policy revise it regularly and ensure players, coaches, officials and volunteers are aware of the policy and where to locate it.

### **What Happens If You Breach This Policy?**

It is a breach of this Policy for any person or organisation to which this Policy applies, to do anything contrary to this Policy. The club executive classifies a breach of this policy to be either minor or major. Minor offences always start at step one while a major breach of policy goes straight to step two.

The Club may impose disciplinary sanctions on members, players, officials, volunteers or supporters in accordance with the stated recommendations of this policy not being implemented/followed and may implement the following maximum sanctions:

**Step one:** For minor incidents of this policy the offender concern is warned and their inappropriate behaviour is explained by the Club representatives. This will always involve a clear warning not to repeat a further policy breach. The offender will clearly understand that if further policy breaches occur they will receive some sanctions stated in the Child Protection Policy. The incident is recorded. A written notification will be supplied to the offender

**Step two:** Following a second incident of any policy breach by the same offender (name already recorded) the offender will be given one of the sanction/s outlined below.

- (a) the imposition of a fine (maximum \$200);
- (b) suspension up to a maximum of 12 Matches; or
- (c) expulsion from the Tolland Football Club (delisted as a registered player or official)
- (d) ban from attending club matches, training sessions, club events/fund raisers or club outings (maximum 12 weeks/matches).

## **NOTICE AND DISCIPLINARY SANCTIONS**

The Club may enforce the terms of this policy and invoke the sanctions only if it has given the party alleged to have infringed this policy:

- (a) reasonable details of the alleged infringement;
- (b) notice of possible sanctions; and
- (c) the opportunity to be heard in relation to the issues of infringement and sanction.

The imposition of a sanction is immediate or as otherwise notified by the party imposing the sanction.

If a Member disputes the sanction or purported action taken under this policy that

party may appeal in accordance with the Grievance Resolution Regulations (outlined in the club constitution) provided that it does so within 7 business days of notice of the sanction.

## **What Can I Do If I'm Issued With Any Of The Above Sanctions?**

Accept the issued sanction or seek advice from club officials, the Club MPIO officer or other sources to lodge an appeal as stated in the grievances procedures written in the club constitution.

TFC Committee  
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