

**Caringbah Redbacks Football Club Inc.**  
**Child Protection,**  
***Prohibited Employment Act 1998***

Caringbah Redbacks Football Club Inc. (CRFC) takes the protection of their juniors very seriously and is determined to guard them against harm whilst under the club's supervision.

The NSW State Government's Child Protection, Prohibited Employment Act makes it an offence for a person convicted of a serious sex offence (a prohibited person) to apply for, undertake or remain in, child-related employment.

A serious sex offence is an offence involving sexual activity or acts of indecency that was committed in NSW and that was punishable by penal servitude or imprisonment for 12 months or more, or, an offence involving sexual activity or acts of indecency that was committed elsewhere and that would have been an offence punishable by penal servitude or imprisonment for 12 months or more if it had been committed in NSW.

Child-related employment means any employment that primarily involves direct contact with children where that contact is not directly supervised. Child-related employment includes clubs, associations or movements (including of a cultural, recreational or sporting nature) having a significant child membership.

Under the Act, employers must ask existing employees, both paid and unpaid, to declare whether they are a prohibited person or not and penalties are imposed for an employers non-compliance.

It is an offence for a prohibited or registrable person to be involved in any form of activity in this club and you must remove yourself from this environment.

Caringbah Redbacks Football Club Inc. has determined that this Act is applicable to its operations.

In this determination, the club shall;

- ✓ Adopt a Child Protection Policy.
- ✓ Appoint a Member Protection Information Officer.
- ✓ Conduct awareness raising sessions for team officials and helpers to stress the importance of avoiding situations which could lead to unsupervised one on one involvement with a child.
- ✓ Ensure that persons in direct contact with children, such as Coaches, Managers, Referee's & helpers, etc., complete the Prohibited Employment Declaration and Working with Children Check Consent Form.
- ✓ Conduct Police checks on Officials, Coaches & Managers
- ✓ Store completed forms in a secure location.
- ✓ Include a note on all team registration forms that indicates all when all team officials have completed the required forms.
- ✓ In the event of an allegation, complete the Child Protection Notification Form and forward it in a sealed envelope to the Associations' Member Protection Information Officer via the Clubs' Member Protection Information Officer.
- ✓ Ensure that confidentiality is maintained at all times.

Further information may be obtained by contacting the Member Protection Information Officer at Caringbah Redbacks Football Club Inc. (refer to the 'contact us' page on clubs' web site)

**Implementation of our Policy under the Child Protection (Prohibited Employment) Act 1998**

All members who will be working with children must sign the Working with Children consent form & the Prohibited Employment Declaration form as this is the law. These forms will be distributed to team Managers and are to be returned by the 4th competition round each year.

To promote our Child Protection policy further we also require all Officials, Coaches & Managers to complete the 'Play by the Rules' Online Child Protection Training module and submit a copy of their completion certificate to the club by the 4th competition round each year.

This can be found on the Play by the Rules Website ([www.playbytherules.net.au](http://www.playbytherules.net.au)). The course is called, "Child Protection: Coaches and Officials".

# Caringbah Redbacks Football Club Inc.

## Child Protection Policy

### 1. Reason for Policy

CRFC acknowledges that our volunteers provide a valuable contribution to the positive experiences of our juniors. CRFC aims to ensure this continues and to protect the safety and welfare of its junior participants.

Every person bound by this policy must place the safety and welfare of children above all other considerations.

### 2. Who should know this Policy

This policy should be read by all volunteers, whether they be part time or full time. This includes Committee, Officials, Coaches, Managers, Referee's, Parents and Canteen helpers but is not limited to these people.

### 3. Policy Statement

CRFC requires that any child who is abused or anyone who reasonably suspects that a child has been or is being abused by someone within our sport, is reported immediately to the Member Protection Information Officer, Police or relevant government agency. Descriptions of the sorts of activity which may be abuse are in the Policy Definitions section below.

All allegations of child abuse will be dealt with promptly, seriously, sensitively and confidentially. A person will not be victimised for reporting an allegation of child abuse and the privacy of all persons concerned will be respected. Our procedures for handling allegations of child abuse will follow those recommended by the NSW Department of Sport and Recreation.

If anyone bound by this policy reasonably suspects that a child is being abused by his or her parent/s outside of the club environment, they are advised to contact the relevant government department for youth, family and community services.

Several measures will be used to support this policy:

- ✓ Prohibiting any form of abuse against children;
- ✓ Club will provide a Member Protection Information Officer;
- ✓ Providing opportunities for our juniors to contribute to and provide feedback on our program development;
- ✓ Carefully selecting and screening people whose role requires them to work with children;
- ✓ Ensuring our codes of conduct are promoted, enforced and reviewed;
- ✓ Providing procedures for raising concerns or complaints;
- ✓ Providing education and/or information to those involved in our sport on child abuse and child protection;
- ✓ Supporting the SSFA Child Protection Policy

## Policy Definitions

**CRFC** means Caringbah Redbacks Football Club Inc.

**SSFA** means Sutherland Shire Football Association

**Child** means a person who is under the age of 18 years

**Member Protection Information Officer (MPIO)** means a person who may be the first point of contact on Child Protection issues. This person should have the necessary skills/training & clearance for this position.

**Child abuse** relates to 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.

Children may be harmed by both verbal and physical actions and by people failing to provide them with basic care. Child abuse may include:

- Physical abuse by hurting a child or a child's development (e.g. hitting, shaking or other physical harm; giving a child alcohol or drugs; giving bad nutritional advice; or training that exceeds the child's development or maturity).
- Sexual abuse by adults or other children where a child is encouraged or forced to watch or engage in sexual activity or where a child is subject to any other inappropriate conduct of a sexual nature (e.g. sexual intercourse, masturbation, oral sex, pornography including child pornography or inappropriate touching or conversations).
- Emotional abuse by ill-treating a child (e.g. humiliation, taunting, sarcasm, yelling, negative criticism, name calling, ignoring or placing unrealistic expectations on a child).
- Neglect (e.g. failing to give food, water, shelter or clothing or to protect a child from danger or foreseeable risk of harm or injury).