

OAKLEIGH CANNONS FC CHILD PROTECTION POLICIES

OUR COMMITMENT TO CHILD PROTECTION

Oakleigh Cannons FC is committed to ensuring a child safe environment throughout our organisation. The safety, wellbeing and rights of all children accessing services, events and activities undertaken by Oakleigh Cannons FC are paramount. Oakleigh Cannons FC's commitment to creating a safe environment for all children and young people who participate in our activities is endorsed at the highest level.

Recent changes to the law and changes to convention in the community around us mean that we all have changed responsibilities. Our task is now to inform, train and educate our Participants about those responsibilities.

In accordance with its commitment to child protection, Oakleigh Cannons FC has adopted a procedure for the screening, recruitment and induction of individuals who are engaged in child-related work to undergo checks in accordance with relevant child-protection legislation.

Similarly, Oakleigh Cannons FC aims to train Oakleigh Cannons FC Representatives to recognise signs of child abuse and to respond to allegations and complaints of child abuse appropriately and in accordance with legislative requirements.

In line with its commitment to creating and ensuring a child safe environment Oakleigh Cannons FC has also developed this Child Protection Policy. This policy provides clear guidelines prohibiting any form of abuse against children and young people.

WHAT IS CHILD ABUSE?

Child abuse involves conduct that puts children and young people at risk of harm (usually by adults, sometimes by other children) and often by those they know and trust. Child abuse may include:

- Physical abuse: non-accidental injury (or a pattern of injuries) to a child or young person by their parent, care-giver or another person. Behaviours include but are not limited to hitting, shaking or other physical harm.
- Sexual abuse: any act in which a person with power or authority over a child (female or male, adult or older child) uses a child for sexual gratification. Sexual abuse includes a range of contact and non-contact behaviour:

NON-CONTACT ACTS OF SEXUAL ABUSE INCLUDE:

- Making sexual comments (verbal, letter, telephone or via electronic communication)
- Voyeurism
- Exposure to pornography
- Nudity (an adult exposing parts of their body or a child's body)
- Photography of a child in a sexual pose

CONTACT ACTS OF SEXUAL ABUSE INCLUDE:

- Fondling a child's genitals or breasts and/or making the child to fondle the perpetrators or another person's genitals
 - Masturbation
 - Intimate kissing
 - Sexual penetration
 - Oral sex
 - Exploiting a child through prostitution
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- Emotional abuse and psychological harm: Occurs when a parent, caregiver or other person in authority or with power damages the confidence or self-esteem of a child or young person, resulting in serious emotional disturbance or psychological trauma. Often this is a pattern of emotional or psychological abuse, rather than a single incident. Such abuse might include: threats, humiliation, taunting, sarcasm, yelling, negative criticism, name calling, ignoring or placing unrealistic expectations on a child to the extent that it results in significant damage to the child's physical, intellectual or emotional wellbeing and development. Emotional abuse also includes witnessing family violence. Exposure to family violence places children and young people at increased risk of physical injury and harm and has a significant impact on their wellbeing and development.
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- Neglect: occurs when a parent or caregiver fails to provide a child with basic necessities of life. Such neglect includes the failure to provide food, water, shelter or clothing or to protect a child from danger or foreseeable risk of harm or injury. Also the failure to provide supervision or medical attention to the extent that the child's health and development is, or is likely to be significantly harmed.

APPROPRIATE CONDUCT AND BEHAVIOUR

The purpose of this section is to provide clear guidance to all Participants in regard to the treatment of children and young people within Oakleigh Cannons FC. It is designed to ensure the highest possible level of safety to children and young people, protecting them from abuse and neglect. Children and young people expect and deserve to be safe when participating in Oakleigh Cannons FC- related activities. Acting in accordance with this Child Protection Policy not only protects children and young people but also supports personnel by providing standards of care that are transparent and practical.

Failure to act in accordance with this Child Protection Policy and other policies and procedures outlined in this Handbook will be dealt with in a manner dependent upon the seriousness of the conduct in question.

SEXUAL MISCONDUCT

The law is always the minimum standard for behaviour within Oakleigh Cannons FC. Any sexual act (contact or non-contact) with a child or young person under the age of 18 by an adult is a criminal offence, and will be dealt with and reported in the same manner as any other criminal offence.

Any sexual behaviour or contact between an Oakleigh Cannons FC Representative and athlete is prohibited, even if the athlete is over the relevant age of consent in their jurisdiction. This is because the relationship is formed under circumstances of authority of power. Sexual conduct, involving a person placed in a position of authority, whether consensual or not may be exploitative because there is usually a disparity between coaches and athletes in terms of authority, maturity, status, influence and dependence.

If an athlete attempts to initiate an intimate relationship, the Oakleigh Cannons FC Representative must take personal responsibility for discouraging the approach, explaining the ethical basis for such actions.

PHOTOGRAPHY OF CHILDREN AND YOUNG PEOPLE

Oakleigh Cannons FC acknowledges that images of children can be used inappropriately or illegally. Children and young people are sometimes exploited photographically by child sexual abusers who display children in sexual poses or engaging in sexual acts with each other or with an adult. In other cases perpetrators of sexual abuse track down children and young people via a digital image trail.

The following rules apply to the taking of images of children and young people:

- Ascertain whether it is necessary to obtain permission from a child's parent/guardian before taking an image of a child that is not their own and ensure that the parent knows the way the image will be used. This will depend on the context of the particular sport and venue;
- only use appropriate images of a child and ensure that the child is suitably clothed in a manner that promotes the sport or event, and displays its successes;
- do not allow the use of camera phones, videos and cameras inside changing areas, showers and toilets;
- where an image of a child is used, will not display identifying personal information such as residential address, eOCJFCI address or telephone numbers;
- where images of children are used for commercial or other purposes such as the website or newsletters, or social media or by a third party, obtain permission for the use of such images;
- Ensure that all photographers/videographers seeking permission or accreditation to act as photographers at any of its events or activities which involve the participation of children have undertaken the relevant Working with Children Check (or alternatively where such check is not available in their normal place of residence, a National Police check). In the event that the person within Oakleigh Cannons FC who is requesting the Working with Children Check is not satisfied of the applicant's suitability at any time, permission or accreditation may be denied or withdrawn.
- Ensure that the photographer/videographer has a copy of the OCJFC guidelines for photography/videographer and abides by them. Please note: these guidelines form part of the rules of individual events for which the person is engaged;
- ensure that any image or video is taken in the presence of other personnel; and
- Images (digital or hard copy) which unintentionally reveal private body parts are to be destroyed or deleted by OCJFC Executive Director or a delegate of the OCJFC Executive Director.

USE, POSSESSION AND SUPPLY OF ALCOHOL OR DRUGS

In the case of use, possession and supply of alcohol or drugs, both legal and illegal, the law is always the minimum and any illegal acts will be referred to the police, without exception.

TRANSPORTING CHILDREN AND YOUNG PEOPLE

Transporting children and young people to or from training or match venues by Oakleigh Cannons FC Representatives (particularly coaches) is discouraged. However, it is recognised that is not practical to prohibit it and that from time to time Oakleigh Cannons FC Representatives will be required to transport children in their own or rented vehicles to facilitate club activity. In the instances where the driver is not a parent or sibling then permission needs to be sought from the child/young person's parent or guardian.

Oakleigh Cannons FC strongly discourages Oakleigh Cannons FC Representatives from being alone in a vehicle with children or young people. At all times another Oakleigh Cannons FC Representative should accompany the driver. This action is designed to protect both the child and the Oakleigh Cannons FC Representative. Only in the case of an emergency when all possible other options have been explored and a third person is not available are Oakleigh Cannons FC Representatives permitted to transport a child alone in a vehicle. When this occurs it needs to be communicated to the parent and to a member of their club committee before the journey takes place.

IMPORTANT: There is a zero tolerance policy in relation to the consumption of drugs and alcohol when transporting children or young people.

ELECTRONIC COMMUNICATION WITH CHILDREN AND YOUNG PEOPLE

Oakleigh Cannons FC acknowledges the emergence of new technology and communication media and wishes to enable such new media to be used to benefit Oakleigh Cannons FC and its Participants, for example (and without limitation) being able to use online and other programs to manage teams and competitions. However, Oakleigh Cannons FC Representatives also need to be very mindful of possible inappropriate uses of these media.

CHANGE ROOMS

The right to children's privacy must be balanced with their need for safety and protection. Therefore Oakleigh Cannons FC Representatives (especially coaches and managers) need to use their discretion based on the age, developmental stage and needs of the child or young person. There may be some circumstances where a child due to age or ability needs assistance with changing but the following general principles must be adhered to:

- Oakleigh Cannons FC Representatives and parents should not be in one to one situations with a child or young person (who is not their own child) when they are in a change room;
- Oakleigh Cannons FC Representatives and parents should not dress or undress in a change room when children (other than their own child) are present;
- in a public change room, a Oakleigh Cannons FC Representative should supervise to ensure that children are safe from abuse from other members of the public;
- male Oakleigh Cannons FC Representatives , must not enter female change rooms and female Oakleigh Cannons FC Representatives must not enter male change rooms; and
- Coaches and managers should ensure that no photography of the children or young people in states of undress occurs in the change room. Risk is from strangers and peers. Images must be deleted.

SLEEPING ARRANGEMENTS WHEN TRAVELLING

From time to time personnel are required to accompany children and young people to country Victoria e.g. Wodonga. Practices while travelling must be consistent with the Code of Conduct and Child Protection Policy at all times. When putting in place sleeping arrangements, it is the responsibility of coaches and managers to ensure that the following are adhered to:

- Children have sleeping arrangements that do not compromise their safety. An example of this would be to ensure that each child has their own bed and is not required to share a bed with another child or young person or adult that is not a family member;
- Children are not left in the care of unauthorized persons. For example children shall not be left unattended in accommodation venues;
- children and young people are provided with privacy when bathing and dressing;
- children and young people have the right and a pre-arranged method to contact their parent or guardian during their stay;

PHYSICAL CONTACT WITH CHILDREN AND YOUNG PEOPLE

At all times the physical contact must be appropriate to the delivery of the training or sporting activity, for example skill refinement and technique and based on the needs of the young person or child.

Under no circumstances should any Oakleigh Cannons FC Representative have contact with a child or young person participating in Oakleigh Cannons FC activities that:

- includes touching genitals, breasts, or buttocks (this excludes the delivery of medical or health services by appropriately medically trained personnel when required for the delivery of first aid);
- would appear to a reasonable person to have a sexual connotation or purpose;
- is intended to cause pain or distress to the child or young person (for example physical punishment);

USE OF LANGUAGE

Language and tone of voice used when speaking with children and young people or in the presence of young people should provide clear direction, boost their confidence, encourage and affirm them.

Language and tone of voice should not be harmful to children. Avoid language that is:

- discriminatory, sexist or racist or homophobic;
- derogatory, belittling, negative;
- intended to threaten, frighten or intimidate;
- profane (swearing); and/or
- Jokes or references which are sexual in nature.