



CHILD SAFETY & WELLBEING POLICY



Purpose

The purpose of this policy is to demonstrate Kick It Touch Football's commitment to the safety and wellbeing of children.

It informs all coaches, referees, managers and volunteers of their obligations to act ethically towards children and their roles and responsibilities in ensuring the safety and wellbeing of children.

It gives guidance on the processes and procedures that aim to ensure children's safety and wellbeing across all areas of Kick It Touch.

Scope

This policy applies to all coaches, referees, managers and volunteers representing Kick It Touch Football during weekly training sessions or events.

Third parties engaged by Kick It Touch are also required to comply with the Child Safe Standards.

Policy Statement

At Kick It Touch, we are committed to promoting and protecting the safety and wellbeing of children, including First Nations children, children with disabilities, from cultural backgrounds and children that are gender diverse.

As part of our commitment, we endeavour to create positive environments where all children are safe and inclusion is welcomed.

We have zero tolerance for any form of child abuse and will directly respond to incidents.

We demonstrate this commitment by the following actions:

- This policy is distributed to all new and existing coaches, referees, managers, and volunteers who are a part of the Kick It Touch brand.
- Coaches, referees, managers, and volunteers are equipped with appropriate induction and training on children's rights, child safety and wellbeing.
- Coaches, referees, managers, and volunteers must report any child harm or abuse concerns.
- Complaints under this policy will be investigated swiftly.
- All paid staff and volunteers are required to have a valid Blue Card in line with Queensland Government requirements.
- Where reasonably possible, children will have the ability to make decisions about aspects that directly affect them.
- We proactively manage the risk of harm to children.
- This policy is published on our website and available to the public.
- This policy is reviewed every two years to ensure a safe child environment.

Responsibilities

Safeguarding children is a shared responsibility within our organisation. It is the responsibility of all coaches, referees, managers and volunteers to create and maintain a child safe culture. Responsibilities include;

Director and Manager Responsibilities;

- Ensure all coaches, referees, managers and volunteers are aware of relevant policies and procedures within Kick It Touch Football.
- Provide support for coaches, referees, managers and volunteers undertaking their child safety responsibilities.
- To receive and investigate complaints under this policy.

Staff and Volunteer Responsibilities;

- Complete child safety and wellbeing training.
- Understand and ensure compliance with the child safe policy.
- To promote the safety and wellbeing of children.
- Report any child harm or abuse concerns.

Reporting

Coaches, referees, managers and volunteers must report any child harm or abuse concerns online or via email

Parents, spectators and members of the public are also encouraged to report child harm.

All reports will be;

- Treated seriously.
- Investigated thoroughly in a safe, child-focused manner.
- Escalated to the director as necessary.
- Staff and volunteers must keep information confidential and cooperate fully with any investigation.
- Information about complaints will be kept confidential, except when necessary to share information to prioritise child safety.

Sexual offences

It is an offence any adult to fail to report sexual offending against a child by another adult to police. All adults have the responsibility to report sexual offences against children to police—unless they have a reasonable excuse not to.

Factors contributing to reasonable belief may include;

- a child says that they have been sexually abused.
- the child shows signs of sexual abuse.
- an adult reveals that they committed a sexual offence against a child.
- you observe signs of sexual abuse in the child.

Definitions

Child

A person below the age of 18 years

Contact with a child

In this policy, contact means physical contact, face-to-face contact, written communication, oral communication, or electronic communication.

Child harm or abuse

Refers to any behaviour, action or treatment that results in the actual and/or likelihood of causing physical or emotional harm to a child or young person.

Review

The Child Safety and Wellbeing Policy will be reviewed every two years.

Non-compliance

Depending on the circumstances, non-compliance with this policy may constitute a breach in contractual obligations. Individuals who fail to comply with this policy may face disciplinary action up to and including termination.