



SAFE AND WELCOMING ENVIRONMENTS

Coach Development Session, October 2025

Acknowledgement of Country



What are signs we are providing a safe environment?



Child Safeguarding - The Standards



- The Child Safe Standards commenced in Victoria in January 2016, strengthened in July 2022
 - The Standards set out minimum requirements and outline the actions organisations must take to keep children and young people safe
1. Organisations establish a culturally safe environment in which the diverse and unique identities and experiences of Aboriginal children and young people are respected and valued
 2. Child safety and wellbeing is embedded in organisational leadership, governance and culture
 3. Children and young people are empowered about their rights, participate in decisions affecting them and are taken seriously
 4. Families and communities are informed, and involved in promoting child safety and wellbeing
 5. Equity is upheld and diverse needs respected in policy and practice
 6. People working with children and young people are suitable and supported to reflect child safety and wellbeing values in practice
 7. Processes for complaints and concerns are child focused
 8. Staff and volunteers are equipped with the knowledge, skills and awareness to keep children and young people safe through ongoing education and training
 9. Physical and online environments promote safety and wellbeing while minimising the opportunity for children and young people to be harmed
 10. Implementation of the Child Safe Standards is regularly reviewed and improved
 11. Policies and procedures document how the organisation is safe for children and young people



The Standards - What do you need to know

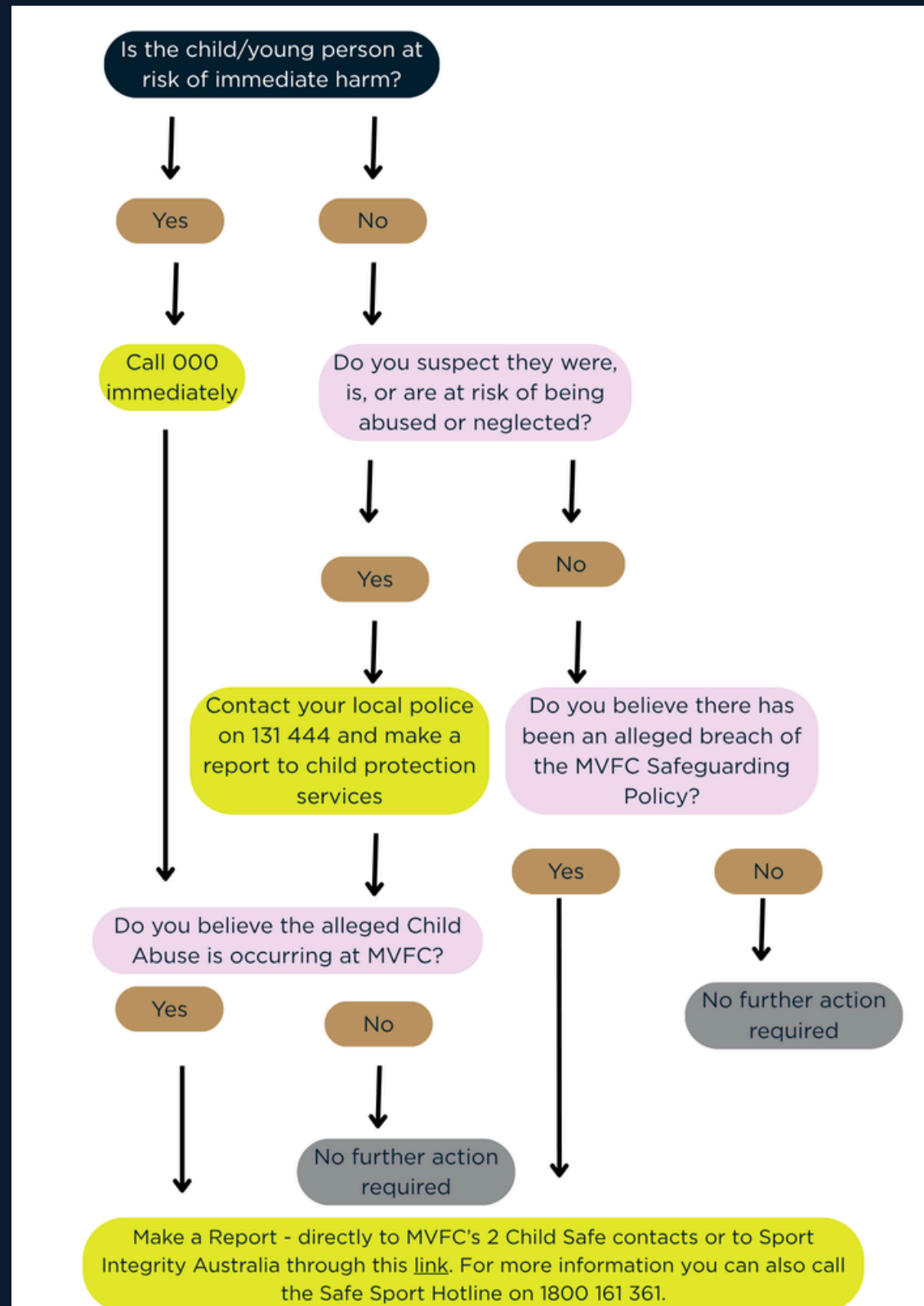
- Apply to everyone in the organisation - Executive > Volunteers
- Abuse is defined as:
 - Sexual abuse (including grooming, with the intent to sexually harm a child)
 - Physical abuse or violence
 - Serious psychological or emotional abuse
 - Serious neglect
- Research shows:
 - Young people from some population groups are at higher risk than others
 - Young people often disclose to people in trusted relationships outside family
 - Young people in talent pathways are less likely to disclose to coach/organisation
- Simple tips
 - Get to know young people
 - Observe patterns of behaviour
 - Report if concerned

Reportable conduct Scheme - CCYP



- In 2013, the Victorian Parliament inquired into the handling of child abuse allegations by religious and other non-government organisations. The “Betrayal of Trust” Report set up the Scheme that has the power to:
 - receive allegations and findings of reportable conduct
 - assess an organisation’s systems to prevent, notify, and investigate reportable conduct
 - provide oversight of workplace investigations
 - investigate allegations in some circumstances
 - refer findings to professional registration bodies and the Department of Government Services (Working with Children Check)
 - build the capacity of organisations to respond to allegations of abuse
- Requires some organisations to respond to allegations of child abuse (and other child-related misconduct) made against their workers and volunteers, and to notify us of any allegations.
- Applies during/outside programs and people you know work with young people.
- Enables CCYP to independently oversee those responses.
- Facilitates information sharing between organisations, their regulators, Victoria Police, the Department of Government Services’ Working with Children Check and us.
- The CEO of an organisation is criminally responsible for all conduct/reporting.

An incident - What do you need to do



Key Contacts

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- Simon Rodder - GM Community
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- Soon to be - Child Safety Leads

Victorian law requires mandatory reporting by any adult who has a reasonable belief that an instance of child sexual abuse has occurred.

Child Safeguarding Strategy - a review and plan



Objectives

1. To align MVFC's youth programs with all 11 Victorian Child Safe Standards
2. To protect and empower children across all activities and environments
3. To ensure legal compliance and uphold our reputation as a trusted leader in sport and youth engagement
4. To implement policies and procedures that reflect best-practice child safeguarding

Scope

- Academy Teams (all under-age groups)
- Talent Identification, Travel Squads and Pathway Programs
- School and Community Football Programs
- Matchday Experiences (e.g., Victory Village, concourse activations, player mascots, small-sided football)
- All other youth engagement activities, workshops, and events



Child Safeguarding Implementation Plan

1. Planning and audit
2. Consultation
3. Presentation of needs to Exec and Board
4. Policy Development
5. Training Rollout
6. Implementation

Then into Ongoing Review...



November 2025

to

April 2026



Child Safeguarding can be our strength

- Be fun - football should be fun, safe and enjoyable.
- Be appropriate - guiding young people fairly, respectfully and appropriate to their age and background
- Be open - create space for feedback from young people and their families
- Be curious - ask questions of leads and complete learning (PBTR and items outlined in review)
- Be connected - discuss child safeguarding at meetings, end of sessions etc
- Be caring - don't be scared, football can improve mental health and feelings of psychological safety

Our Club can become the Club of choice because young people thrive

Thank You



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