

# CHILD SAFE POLICY



## 1.0 KEY POLICY

This policy was written to demonstrate the strong commitment of the Board, management, staff and volunteers of Melbourne Victory Limited (**Melbourne Victory, Victory, Club**) to child safety and to provide an outline of the policies and practices the Club has developed to keep everyone safe from any harm, including abuse.

### Commitment to Child Safety

All children who are a part of the Club have a right to feel and be safe. The welfare of the children in our care will always be our first priority and the Club has a zero tolerance for child abuse of any kind. The Club aims to create a child safe and child friendly environment where children feel safe and have fun and the Club's activities are always carried out in the best interests of the children.

We promote equity, respect, and diversity by:

- actively anticipating children and young people's diverse circumstances and responding effectively to those with additional vulnerabilities;
- providing all children and young people access to information, support and reporting processes;
- empowering children and young people by giving them a voice and encouraging them to speak up on decisions that affect them; and
- creating a fun and positive environment for children and young people to be involved in.

Our commitment to children and young people is inclusive of those from all backgrounds and vulnerable groups. This includes but is not limited to those who are:

- Aboriginal and Torres Strait Islander;
- living with a disability;
- LGBTIQ; and/or
- from Culturally and linguistically diverse background.

## 2.0 SCOPE

This policy was developed by the Club and in collaboration with the Board, management, and staff.

This policy applies to all individuals involved in our organisation (paid and volunteer) including, but not limited to:

- Board members
- Management and staff
- Coaches
- Officials
- Participants
- Volunteers
- Parents
- Spectators.

All of the people to which this policy applies have a role and responsibility in relation to child protection. They must all:

# CHILD SAFE POLICY



- understand the indicators and risks of child abuse;
- appropriately act on any concerns raised by children; and
- understand and follow all applicable laws in relation to the protection of children and reporting or management of child safety concerns.

## 3.0 EXPLANATORY NOTES & OPERATING PROCEDURES

### 3.1 Child Abuse

Child abuse can take a broad range of forms including physical abuse, sexual abuse, emotional or psychological abuse and neglect. People to whom this policy applies need to be aware that child abuse can occur whenever there is actual or potential harm to a child, and these are circumstances that the Club is committed to reducing the risk of occurrence.

### 3.2 Children's Rights to Safety and Participation

The Club encourages children to express their views about their safety. We listen to their suggestions, especially on matters that directly affect them. We actively encourage all children who use our services to 'have a say' about things that are important to them.

We teach children about what they can do if they feel unsafe. We listen to and act on any concerns children, or their parents, raise with us.

### 3.3 Valuing Diversity

We value diversity and do not tolerate any discriminatory practices.

To achieve this we:

- promote the cultural safety, participation and empowerment of Aboriginal children and their families;
- promote the cultural safety, participation and empowerment of children from culturally and/or linguistically diverse backgrounds and their families;
- welcome children with a disability and their families and act to promote their participation; and
- seek appropriate staff from diverse cultural backgrounds.

### 3.4 Recruiting Staff and Volunteers

The Club takes the following steps to ensure best practice standards in the recruitment and screening of staff and volunteers:

- Interview and conduct referee checks on all staff and volunteers
- Require Working with Children Checks for all directors, staff and volunteers whose roles require them to work with children.
- Our commitment to child safety and our screening requirements are included in all relevant advertisements (i.e. roles requiring the candidate to work with children) and as part of the induction process for new staff or volunteers.

### 3.5 Supporting Staff and Volunteers

The Club seeks to attract and retain the best staff and volunteers. We provide support and supervision, so people feel valued, respected and fairly treated. We have developed a Code of Conduct to provide guidance to our staff and volunteers, with relevant staff receiving training on the requirements of the Code.

# CHILD SAFE POLICY



## 3.7 Risk Management

We recognise the importance of a risk management approach to minimising the potential for child abuse or harm to occur and use this to inform our policy, procedures and activity planning. In addition to general occupational health and safety risks, we proactively manage risks of abuse to our children.

To reduce the risk of child abuse occurring, adults to whom this policy applies should avoid direct, unsupervised contact with children. For example, this should be a consideration when:

- using change room facilities;
- using accommodation or overnight stays;
- travel; or
- physical contact when coaching or managing children.

If you have any queries about this Policy, please feel free to contact our People & Culture Manager.

## 3.6 Reporting a Child Safety Concern or Complaint

Melbourne Victory is committed to being a child safe club. As such it is imperative for all involved in our club to commit to

- building an environment that will mitigate harm to children or young people.
- building an environment of identifying and reporting potential harm.
- reacting appropriately to any disclosure or allegations of harm.

The Club's People & Culture Manager has the specific responsibility for responding to any complaints made by staff, volunteers, parents, or children. That person can be contacted by e-mail ([hr@mvfc.com.au](mailto:hr@mvfc.com.au)) or via phone on 1300 466 832.

## 4.0 Further information

If you have any queries about this Policy, please feel free to contact our People & Culture Manager.