



# SAFEGUARDING CHILDREN

Everyone who plays AFL has the right to Be Safe, Feel Safe, Play Safe.

# ACKNOWLEDGEMENT

The AFL acknowledges the Traditional Owners of the land on which we work and pay our respects to Elders past, present and emerging.

We acknowledge we play our great game on this land and respect the cultures of all First Peoples, their contribution to our nation and contribution to the game of Australian Rules Football.

We would also like to acknowledge any victim survivors of child abuse who may be here today. Know that we hear you and your voice matters.

# **DISTRESSING CONTENT WARNING**

**Look after yourself.**

**Reach out for support.**

**If you find the session distressing in any way, please stop  
and reach out to professional support.**

**Lifeline 131114**

**Beyond Blue 1300 224 636**

# INTRODUCTION



**Sam Dellamarta**  
Safeguarding Consultant



**Dellamarta Consulting** provides specialist safeguarding services to build an organisation's capacity to keep children, young people and the community safe.

## **Samantha Dellamarta**

- Criminal Justice degree
- Training, auditing, investigating
- 15 years experience working with children and young people
- 5 years in private consulting
- Collingwood and Rabbitohs supporter



# SAFEGUARDING COMMUNITY FOOTBALL EDUCATION SESSIONS

All sessions are being recorded and will be available at the AFL club help portal.

<https://www.afl.com.au/clubhelp/safeguarding-children/webinars>

Sessions 1 & 2 were specifically targeted to Victorian clubs and the Victorian Child Safe Standards

# TIME OUT

1. **Cameras on or off – your choice.**
2. **Mic muted please!**
3. **Contact Vicky Gilbert if you need to send a private message to us**
4. **Jump into the chat and leave your:**
  - name / role
  - Club / Association
  - state / territory

# SESSION OVERVIEW

1. What is safeguarding?
2. What is abuse?
3. What are our obligations?
4. What do we need to do?



# WHAT IS SAFEGUARDING?

Safeguarding children and young people in footy



# WHAT IS SAFEGUARDING?

**Safeguarding** means making sure children and young people who participate in AFL/W activities, programs, services or use its facilities feel:

- Welcome
- Safe
- Comfortable
- Included

# DEFINITIONS

## Child Safe / Child Safeguarding / Safeguarding

### DEFINITIONS

**A Child:** someone involved in footy who is 12 years or younger - usually a player but may also be a sibling of a player or child of an adult at the club.

**A Young Person:** someone involved in footy who is between the ages of 13 and 18 years old - usually a player but could also be an umpire or in another role at the club, or a sibling or child of a player.

**Adult:** someone involved in footy who is over the age of 18 - this could be a coach, manager, umpire, club official, AFL staff member, volunteer, and/or a parent.

# WHAT IS SAFEGUARDING?

**Safeguarding** means making sure children and young people are safe from:

- **Accidents and injuries** during training and play
- **Bullying and harassment** from other young people or adults in footy
- **Abuse or neglect**

# WHAT IS SAFEGUARDING?

**Safeguarding** children and young people in sport means having things in place to:

- **Reduce** the likelihood of abuse of a child or young person
- **Increase** the likelihood of knowing if a child or young person has experienced harm or abuse
- **Increase** organisational ability to respond appropriately if a child or young person has experienced abuse



# WHAT IS ABUSE?

Understanding what abuse may look like in footy

# ABUSE IN FOOTY— WHEN, WHERE AND HOW

Abuse in footy is any form of abuse that occurs:

- **During sport** – training, matches and club events and activities
- **Travelling** – in a car or bus, camps, carnivals or overnight football trips
- **Between two or more people involved in sport** – participants, coaches, volunteers and parents
- From spectators, family and entourages from the **sidelines and stands**
- Additionally, a child or young person may **experience abuse elsewhere**, but **disclose it to someone they trust at their club**

# TYPES OF ABUSE



## TYPES OF ABUSE

### ① PHYSICAL ABUSE

Any action that uses physical force that hurts a child or young person.

This includes hitting, beating, kicking, shaking, biting, strangling, scalding, burning, poisoning, suffocating.

### ② SEXUAL ABUSE

Any behaviour that is sexual, or that makes a child or young person feel uncomfortable, threatened or scared, or is illegal.

This includes physical touch and talking about sexual and private things in person or online or showing someone videos or photos that are sexual or private or asking someone to send private or sexual videos to someone else.

### ③ NEGLECT

When an adult doesn't provide a child or young person with basic needs such as food, water, shelter, appropriate clothing, supervision, access to education and health services.

### ④ GROOMING

This includes when an adult is acting in a way that singles out a child or young person, getting to have one on one time with them, looking for ways to be alone with them away from other adults. It can feel like it is normal and might not even make the child or young person uncomfortable, but it doesn't happen to others.

### ⑤ EMOTIONAL ABUSE

The use of words or acts that can make a child or young person feel bad, sad, embarrassed, left out, worried, confused, shamed, anxious or threatened.

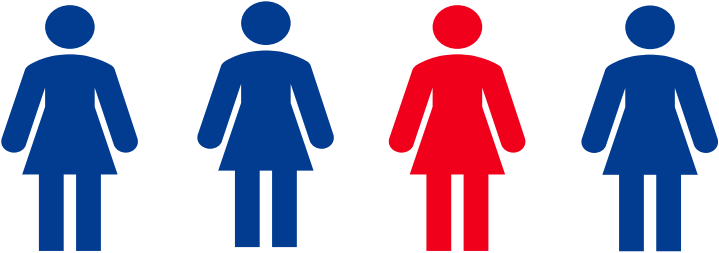
### ⑥ BULLYING

Bullying involves the inappropriate use of power by one or more persons over another less powerful person and is generally an act that is repeated over time. Bullying may include:

- verbal (name calling, put downs, threats)
- physical (hitting, punching, kicking, scratching, tripping, spitting)
- social (ignoring, excluding, alienating)
- psychological (spreading rumours, stalking, dirty looks, hiding or damaging possessions).



# CHILD ABUSE STATISTICS



1 in 4 girls



1 in 7 boys



# CHILD ABUSE STATISTICS



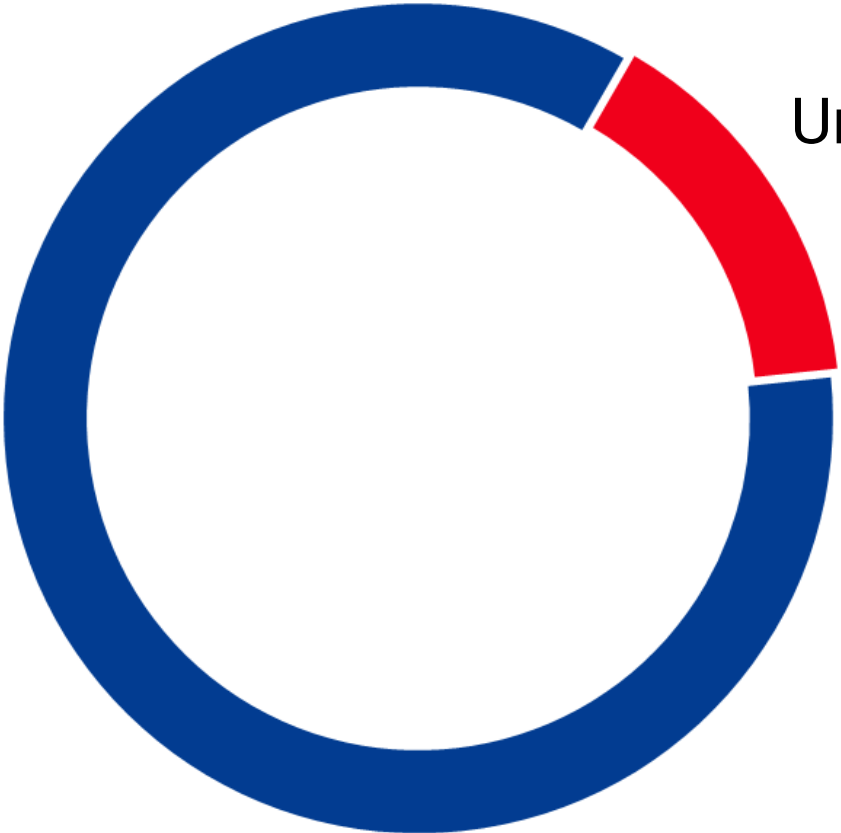
The average time for survivors to report abuse

# CHILD ABUSE STATISTICS

The perpetrator is:

Known to victim

Unknown to victim



# WHAT'S KNOWN ABOUT ADULT PERPETRATORS

- In the family
- Outside the family
- In institutions



# IDENTIFYING ABUSE - INDICATORS

PHYSICAL INDICATORS	BEHAVIOURAL INDICATORS
Unexplained or suspicious bruises, welts, cuts, abrasions	Little or no reaction or emotion displayed when hurt or threatened
Unexplained or suspicious fractures or dislocations	Overly compliant, shy, withdrawn, passive or uncommunicative
Multiple injuries – old and new	Demonstrated fear of parents, carers and guardians, and of going home

# HIGH-PROFILE CASE EXAMPLES

## Coach

- Saints Little League Coach in 70s
- Pleaded guilty in 2011 to indecently assaulting 19 boys
- He had a particular rule - No parents in the changeroom
- One victim explained Ray's abuse of trust during his time as a sporting coach at the school, saying: "We were mad sportsmen, and being your footy and cricket coach, you didn't want to do anything to upset him."

Source: Russel Jackson, ABC News article, 3/4/21

# HIGH-PROFILE CASE EXAMPLES

## Footscray Football Club

- 7 years of abuse – starting with grooming – money, food, tickets, important role at the club
- Not a coach / not a player
- Many red flags – access to the club, money, private spaces, the lack of interest in the actual games
- Vulnerability of the victim/survivor ‘I was the example of what they look for....I was the blueprint’
- Lifelong experience of ‘guilt, trauma and shame’
- Impact on relationships, mental and physical health, employment
- Significant PTSD
- No response from the club

# EXAMPLES



A coach who sends personal WhatsApp messages late at night to the 13-yr old players in their team

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The manager who continually singles a player out in front of the rest of the team, commenting on how they 'aren't good enough to be in the team and should be playing down a grade'

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A male player sneaking into a female player's room at a footy camp without consent

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A parent who is helping on an interstate trip who thinks it's cool to show porn to the under 13s team in the hotel after the match

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A committee member charged with possessing child abuse material

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A child who is touched unnecessarily by a parent helper when being taught how to perform a skill



# TIME OUT

- Can you think of any situations you have seen, or heard about, that might raise concerns?
- Do you think your club, or people within your club may have let some of this stuff slide in the past?
- What about now?



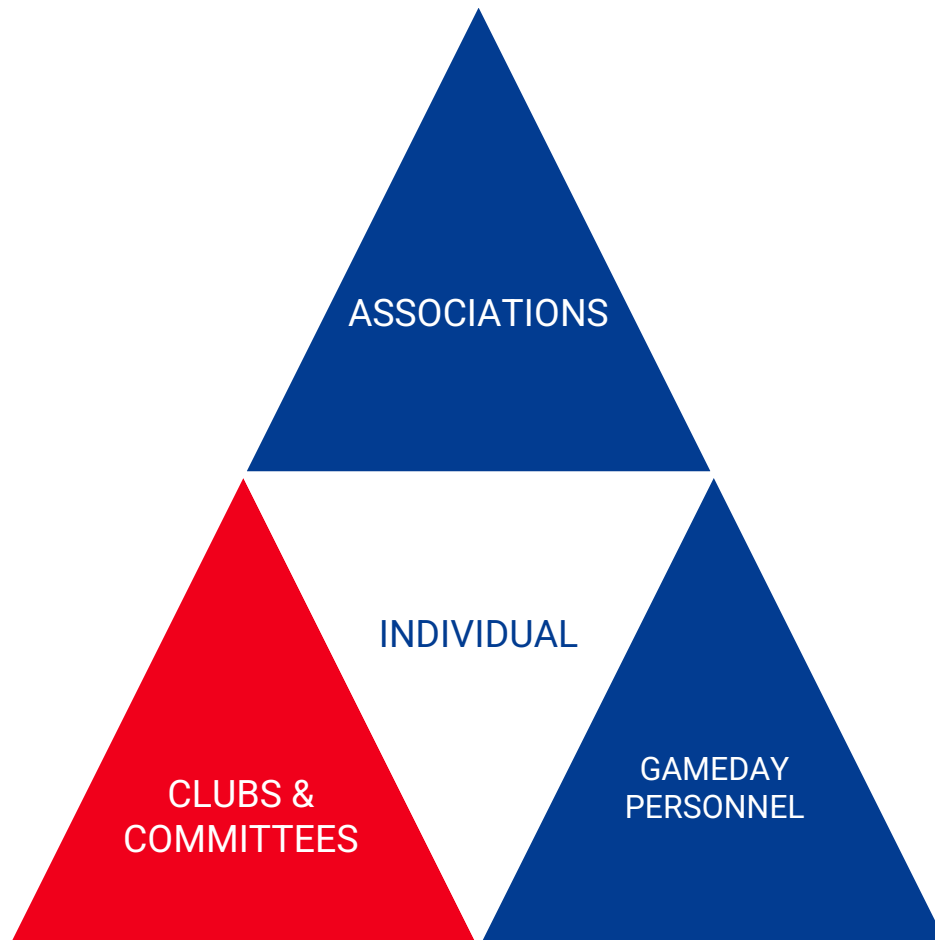


# WHAT ARE OUR OBLIGATIONS?

The legislation and what it means for clubs.



# WE ALL HAVE A ROLE TO PLAY



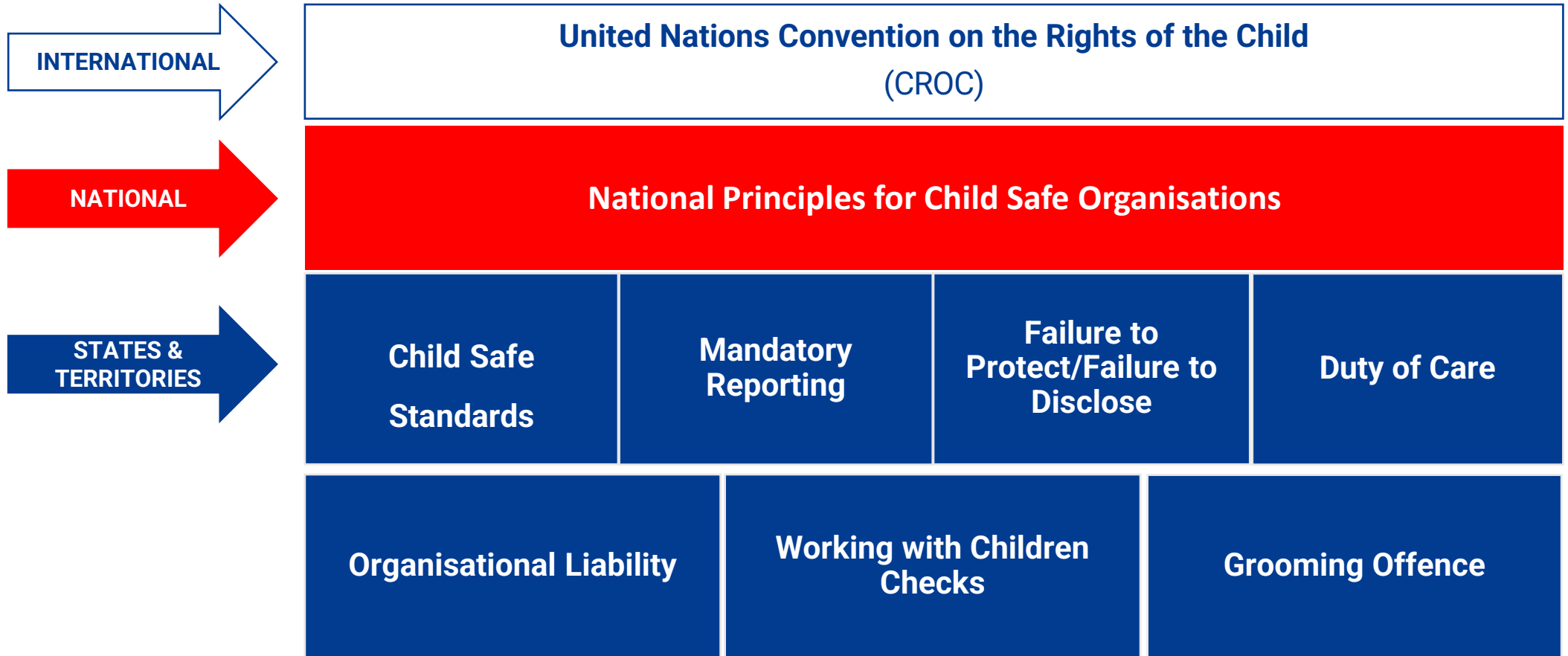
**ASSOCIATIONS** at all levels are responsible for the way in which they lead their commitment to the safety of children and young people through policy, practice, education and culture.

**CLUBS** and committees are responsible for the expectations they set, the culture they create, the environment in which they operate, the information and education they provide to ensure this, and the way in which they respond to concerns raised with them.

**GAMEDAY PERSONNEL** are responsible not only for their own behaviours, attitudes and actions, but also for the boundaries and expectations they set for children and young people, the culture they create and the way in which they respond to concerns raised with them.

**INDIVIDUAL** adults in footy, regardless of their role, are responsible for the impact their own behaviours, attitudes and actions have on the safety of children and young people.

# LEGISLATION



# SUMMARY OF THE LEGISLATION

In most states and territories:

- Volunteers and paid staff must have a **Working with Children Check or equivalent**
- All adults must **report all concerns of abuse** of a child or young person
- **Grooming online** is an offence
- **Grooming in person** is an offence
- Organisations can be held **legally responsible for abuse** that occurs



# NATIONAL PRINCIPLES FOR CHILD SAFE ORGANISATIONS



# HOW DO THEY APPLY TO:

## Clubs/Committees

- Overall governance, risk and culture
- The club policies and procedures
- The safeguarding information that is provided to everyone including information about making complaints
- The continuous improvements required to stay on top of these obligations
- Recruitment, education and supervision of volunteers
- Engagement and participation of children, young people and their families in the club
- The physical and online environments including facilities, changerooms, clubrooms and grounds
- The cultural safety of Aboriginal children and their families, and the way in which those from diverse communities are included and made to feel welcome

Standards 1-10

## Game Day Personnel

- Ensuring only safe and appropriate people are recruited into roles within the club
- Offering access to education to make sure they know what is expected of them and what the rules are
- Having clear complaints processes and empowering them to speak up and call out poor behaviour and abuse

Standards 5, 6,7, & 10

## Children, Young People & their Families

- Creating a club culture where everyone feels included and welcome
- Offering access to education to make sure they know what is expected of them and what the rules are
- Having clear complaints processes and empowering them to speak up and call out poor behaviour and abuse

Standards 2,3,4,6,7,8 & 10

# OBLIGATIONS FOR COMMITTEES

**Prevent it.**

**Respond to it.**



# WHAT DO WE NEED TO DO?

Simple steps to keeping children and young people safe.





# THE END GOAL

The Australian Football League (AFL) is committed to promoting and protecting the safety and wellbeing of all children and young people who participate in AFL/W activities, programs, services and /or use AFL/W facilities by fostering a culture where children and young people feel safe and welcome.

**Everyone who plays AFL has the right to  
Be Safe, Feel Safe, Play Safe**

# THE END GOAL

- ✔ The club and the club community are aware of safeguarding, what is expected of them and the role they play in keeping children and young people safe
- ✔ The committee are confident in their ability to put preventative measures in place and to respond effectively to issues that arise
- ✔ There are sufficient policies and guidelines that are accessible and easy to understand for all audiences
- ✔ The people involved in the club are recruited, screened, supervised and educated appropriately.
- ✔ Ongoing training and education for all adults involved with children and young people
- ✔ Clubs are aware of the risks to children and young people across both their online and physical environments and continue to discuss, address and mitigate these risks

# TIME OUT

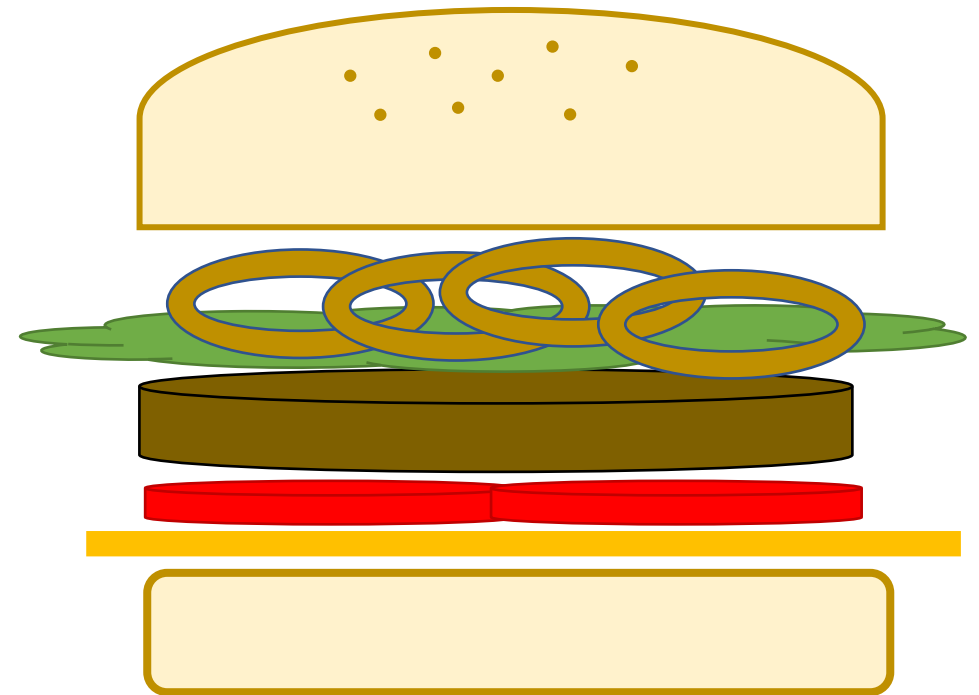
## Quick Reflection

What do you think will be your biggest barrier?

# GETTING THERE

## The ACTION hamburger

Check in  
**Action**  
Check in again



**Check in**



# CHECK IN

## Where are you now?

### RECRUIT YOUR CHILD SAFEGUARDING OFFICER (CSO)

Choose someone to take ownership of safeguarding and to work alongside the committee to get started.

### COMPLETE THE SAFE FOOTY CLUB CHECK IN TOOL

Starting with your committee, at your next meeting, work through the tool together to identify the things you are already doing and the things you need to focus on. You can do one activity, or all three.



# CHECK IN

## Recruit your Child Safeguarding Officer

### RECRUIT YOUR CHILD SAFEGUARDING OFFICER (CSO)

Choose someone to take ownership of safeguarding and to work alongside the committee to get started.

Safeguarding Champions are really important. Everyone can be a champion, but there are few 'must haves' that you can recruit and/or appoint ASAP:

1. **At the top** – Start with your Committee, nominate a Committee Member to hold the Child Safeguarding Portfolio at your next meeting
2. **On the ground** – If your club has a Child Safeguarding Officer (CSO) this will be your primary 'Champion'.

If your club does not have a CSO or MPIO, it is important you appoint one to see out the season and make sure you have someone recruited and appointed for next year!

**You can use the resources provided in the CSO Recruitment Pack to help make sure you get the right person.**



# CHECK IN

## Recruit your Child Safeguarding Officer - FAQs

### Who should do the recruitment?

Your committee.

At least two committee members should be involved, in the recruitment.

### Where should we look?

Outside the club.

Local university / TAFE students who are studying psychology, teaching or community welfare courses.

Inside the club but outside the usual volunteer pool – try your senior players or parents with relevant backgrounds.

### What about MPIOs?

If your club has an appointed MPIO they may be a good person to get you started, but you should still work towards a specific Child Safeguarding Officer to keep the ball rolling.







# CHECK IN

## Where are you now?

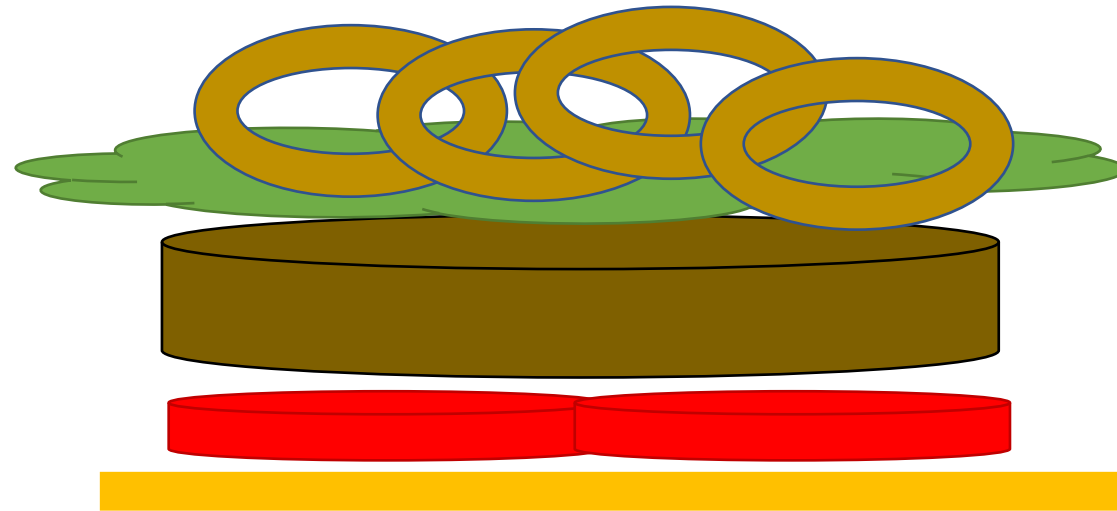
**RECRUIT YOUR  
CHILD  
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Action



# ACTION



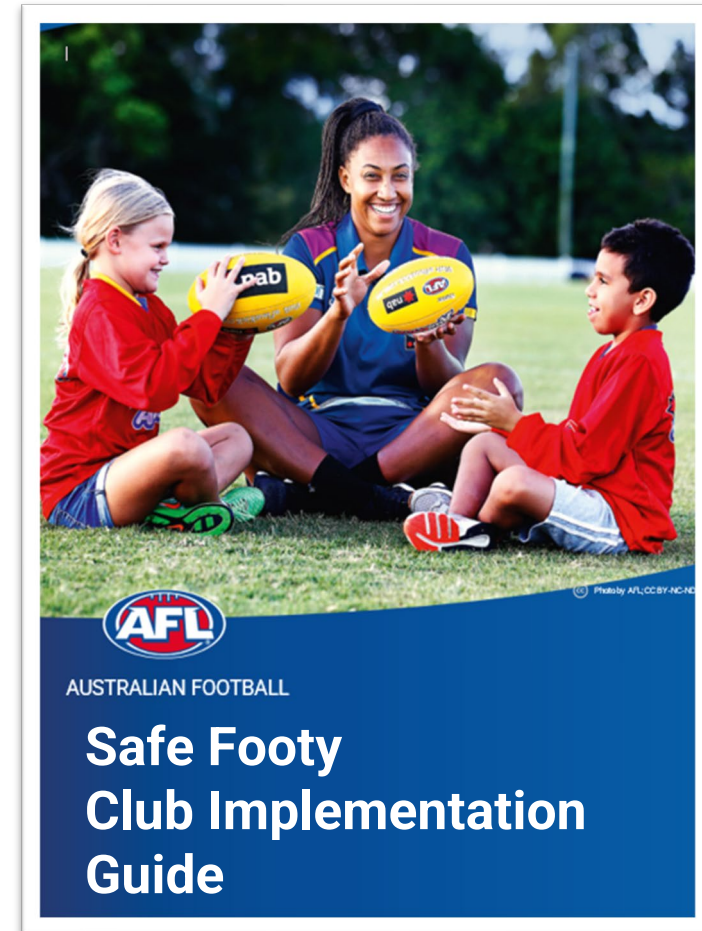
## The Safe Footy Club Implementation Guide

**Accessible:** Designed for volunteers to work through step by step and available on Club Help website.

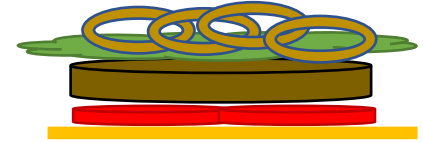
**Flexible:** Priorities and order are indicative only - there is flexibility to achieve what you can, when you can, no set timeframes.

**Inclusive:** Everything you need or links to everything you need are included in the package

The Implementation Guide uses the Now, Next and Again model to help clubs prioritise steps and keep clubs progressing through the work.



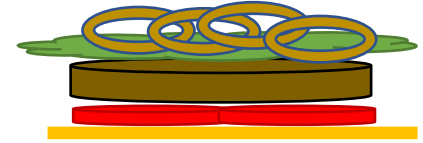
# ACTION



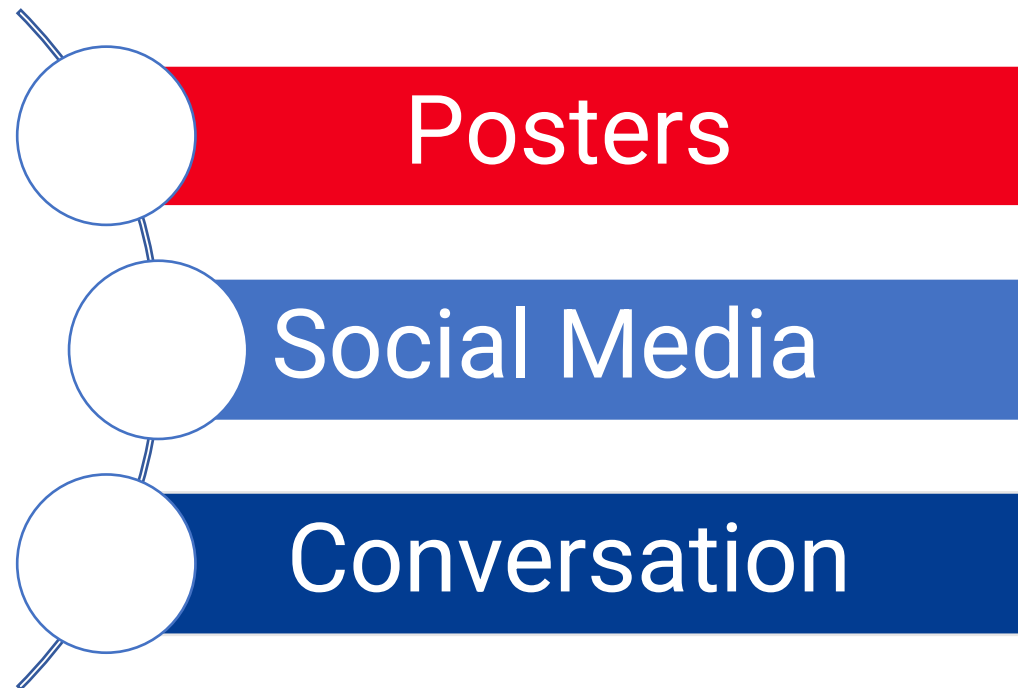
## The Now, Next & Again Model



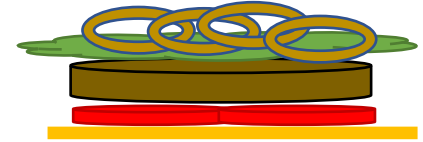
# 1. AWARENESS



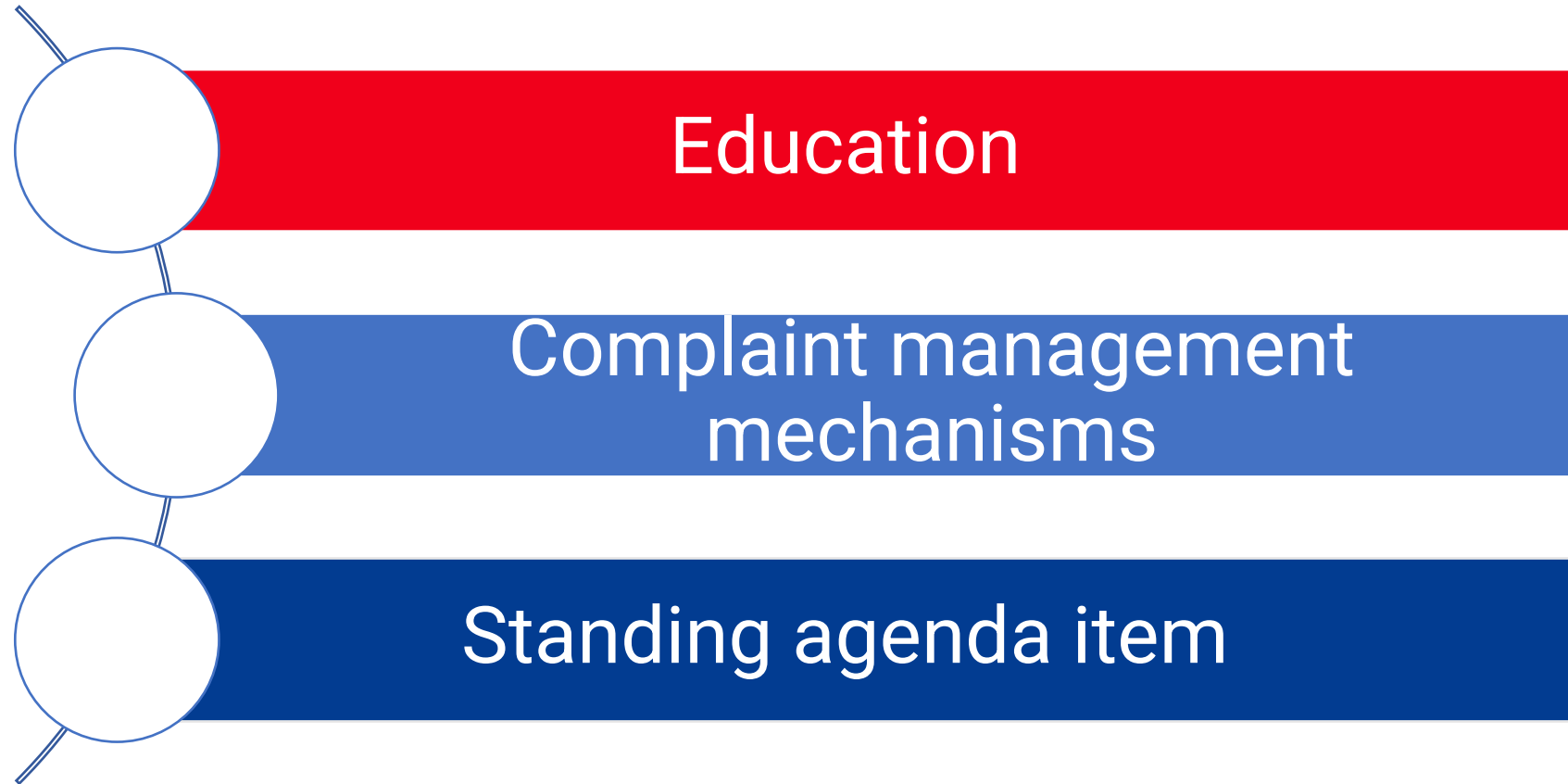
- ✓ The club and the club community are aware of safeguarding, what is expected of them and the role they play in keeping children and young people safe



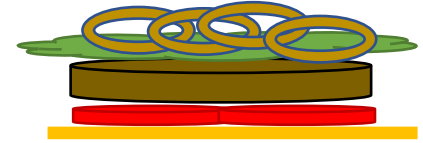
# 2. LEADERSHIP



- ✔ The committee are confident in their ability to put preventative measures in place and to respond effectively to issues that arise




# 3. RULES



There are sufficient policies and guidelines that are accessible and easy to understand for all audiences



MGA PATNUBAY SA LIGTAS NA FOOTY NG AFL | MAGING LIGTAS •  
MAKARAMDAM NA LIGTAS • MAGLARO NANG LIGTAS



## PAGPAPAALAM NG MGA PAG-AALALA TUNGKOL SA KALIG- TASAN SA AUSTRALIAN FOOTBALL

**MAAARI KO BANG IPAALAM ANG ANUMANG PAG-AALALA NA MAY KINALAMAN SA FOOTBALL?**

Maaari mong ipaalam ang anumang pag-aalala na may kinalaman sa footy. Ito ay maaaring seriyoso, tulad ng kaligtasan ng isang bata o kabataang kasali sa football, o maaari itong anumang bagay na may kinalaman sa laro, sa isang pasilidad o iba pa. May karapatan kang sabihin na masama ang isang pag-uugali at seseriyosihin ang iyong sinasabi.

Maaari itong isang bagay na napanin mo mismo, o maaari itong isang bagay na ipinaalam ng ibang tao sa iyo.

**MGA KAHULUGAN**

**Ang Bata:** ay isang taong kasama sa footy na 12 taong gulang o mas bata - kadalasan ay isang manlalaro ngunit maaari ring kapotid ng isang manlalaro o anak ng isang nasa hustong gulang sa club.

**Ang Kabataang:** ay isang taong kasama sa footy na nasa pagitan ng edad na 13 at 18 taong gulang - karaniwan ay isang manlalaro ngunit maaari ring isang reperi (umpire) o may ibang tungkulin sa club, o isang kapotid o anak ng isang manlalaro.

**Ang taong nasa hustong gulang:** ay isang taong kasama sa footy na mahigit sa 18 taong gulang - ito ay maaaring isang coach, manager, umpire, opisyal ng club, kawani ng AFL, volunteer, at/o isang magulang.

**ANONG URI NG PAG-AALALA ANG MAAARING IPAALAM NG IBANG TAO SA AKIN?**


Bilang isang magulang na kasama sa football community maaari kang makabuo ng mga koneksyon sa mga bata o kabataang na may kinalaman sa team ng iyong anak o sa club. Ito ay maaaring nangangahulugan na itinuturing ka nila bilang isang pinagkakatiwalaang taong nasa hustong gulang at maaaring magbahagi sa iyo ng impormasyon tungkol sa kanilang mga alalahanin sa hindi naaangkop na pag-uugali o pang-aabuso, sa bahay, sa football o sa ibang lugar man.

Maaaring ito ay ang pagkasabi sa iyo na nararanasan nila ang:



- pisikal na pang-aabuso
- sekswal na pang-aabuso
- pambu-bully o panggugulo, o
- emosyonal na pang-aabuso
- kapabayaang
- mga isyu sa kalusugan ng pag-iisip.

Ang layunin ng patnubay na ito ay magbigay sa iyo ng tamang mga kaalaman upang makatugon ka nang may kumpiyansa at naaangkop sa mga sandaling ito.

Hindi mo tungkulin ang mag-imbestiga o pag-aralan ang pagbubunyag o paratang. Ang kailangan mo lang ay makinig, sumuporta at tumugon sa kanilang alalahanin. Sa ilang mga kaso, may pananagutan kang lumabong ang iyong nalalaman sa mga awtoridad.

 Para mas maunawaan ang mga hindi naaangkop na pag-uugali, at kung ano ang dapat abangan, tingnan ang papel-kaalaman na ito: **Ano ang Anyo ng Pang-aabuso sa Footy?**

MGA PAMILYA | PAGPAPAALAM NG MGA PAG-AALALA TUNGKOL SA KALIGTASAN SA AUSTRALIAN FOOTBALL

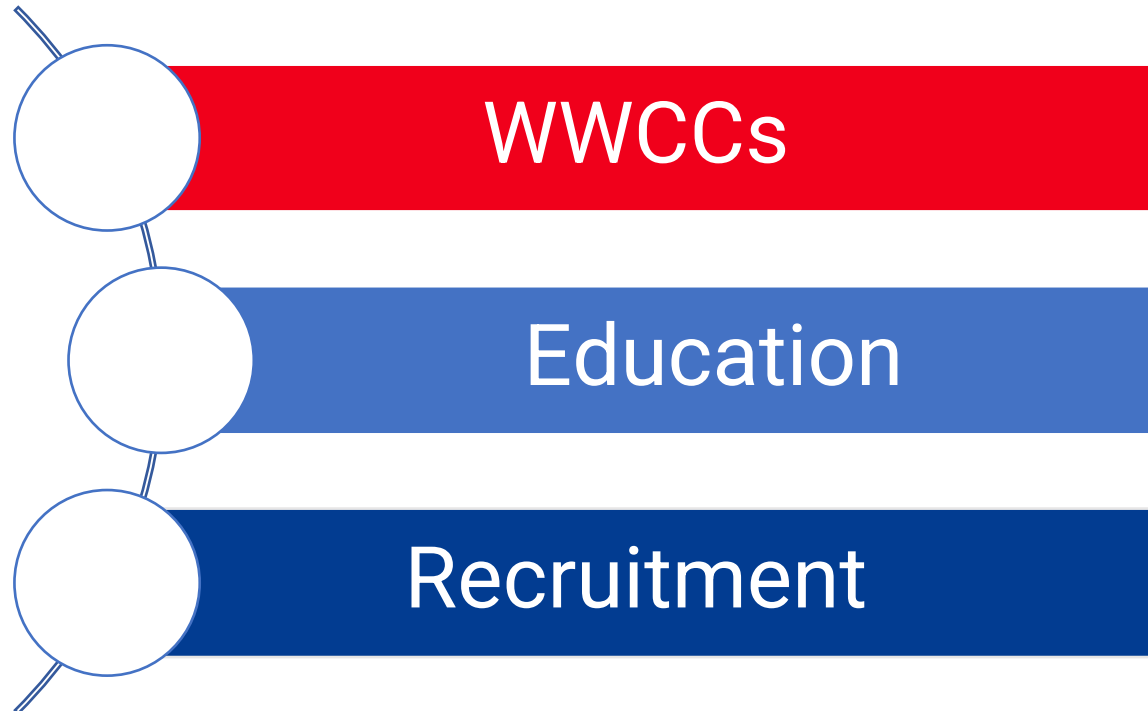




# 4. PEOPLE



✔ The people involved in the club are recruited, screened, supervised and educated appropriately.



AFL SAFE FOOTY GUIDELINES | BE SAFE - FEEL SAFE - PLAY SAFE



## EXPECTED BEHAVIOURS OF COACHES & VOLUNTEERS

### WHAT ARE THE EXPECTED BEHAVIOURS OF ADULTS IN FOOTBALL?

Coaches and volunteers across AFL programs and community clubs are required to follow outstanding policies, procedures and codes and should make themselves familiar with those relevant to their roles.

Any behaviour from a coach or volunteer that is considered unsafe (and in some cases, illegal) will be addressed by the AFL, a club, league, association or even the police.

This information sheet is not just here to provide you with a guide of how you should behave, but it also informs you of how other adults should behave, so if you notice something that doesn't seem right, you should call it out.



ALL ADULTS ARE EXPECTED TO CHILDREN AND YOUNG PEOPLE ALWAYS AND WELCOME IN AUSTRALIAN FOOTBALL

COACHES & VOLUNTEERS | EXPECTED BEHAVIOURS OF COACHES AND VOLUNTEERS

### DEFINITIONS

A **Child** someone involved in footy who is 12 years or younger - usually a player but may also be a sibling of a player or child of an adult at the club.

A **Young person** in footy and 13-17 years old - usually a player but may also be a sibling of a player or child of an adult at the club.

**Adult:** is over 18 years old, AFL sits a part of the club.

AFL SAFE FOOTY GUIDELINES | BE SAFE - FEEL SAFE - PLAY SAFE



### OK

#### Contact

Physical touch that is normal for football and happens in front of other people and WITH the child or young person's consent. This can include tackling, demonstrating skills and techniques, preventing injury, or keeping them safe, or high fives or a pat on the back to celebrate a win.

#### Communication

Guidance that is positive, helpful, and focused on the child or young person's football skills and game, not them as a person. Language that is calm and kind and that they can easily understand. Online communication that includes a parent or carer and is used with the whole team.

#### Boundaries

When someone has safe, or good boundaries it means they:

- have made sure children and young people understand their role
- act professionally - friendly but not a friend
- treat everyone in the team fairly
- follow the rules with things like sharing information about a child or young person, or only taking photos of them with their permission and their parents or carer's permission, and when it is about football
- always behave appropriately when around the children and young people that they are responsible for.

#### Supervision

Coaches who are responsible for supervising children and young people in football should:

- always know where the children or young people are at all times
- give them privacy to use the bathroom or change rooms, but still make sure that they are safe
- wait with them until they have been collected only offer a lift if they have their licence and their car is insured, a parent or carer has provided written consent and another person from the club knows about it.

### NOT OK

#### Contact

Any touch a child or young person does not consent to, or that makes them feel uncomfortable. Any touch that seems sexual, involves a child or young person's private parts, or embarrasses them. Any touch that happens in a private place like the changerooms or a car.

#### Communication

Any language or communication that leaves a child or young person feeling uncomfortable, worried, scared or embarrassed. Any comment online or in person that is sexual or private. Any contact that happens outside of training and match day hours (like late at night), or on private chat platforms (like social media or text), is over the top or excessive, or is about personal stuff, nothing to do with football.

#### Boundaries

When someone has unsafe, or poor boundaries, it means they:

- favour, isolate or single out one person
- accept or give gifts to children, young people or their families (unless fairly distributed and prior consent has been obtained)
- contact a child or young person and/or their families (or former players) outside of football activities, including through social media unless an established relationship already exists (family or friends) and no boundaries are crossed as part of that contact
- offer to assist a child or young person or their family with things that are outside of their role (help around the house / money / buying them things)
- drink alcohol, take drugs, swear or smoke in front of young people at football.

#### Supervision

Coaches who are responsible for supervising children and young people in football should not:

- be distracted by their phones or other people
- let young children use a bathroom without making sure there are no risks first
- leave a child or young person alone, even if they are late to be picked up
- drive children or young people around in their car recklessly, under the influence of alcohol or drugs, or without permission.

COACHES & VOLUNTEERS | EXPECTED BEHAVIOURS OF COACHES AND VOLUNTEERS



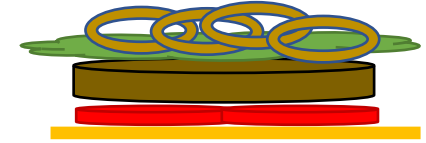
# 5. EDUCATION



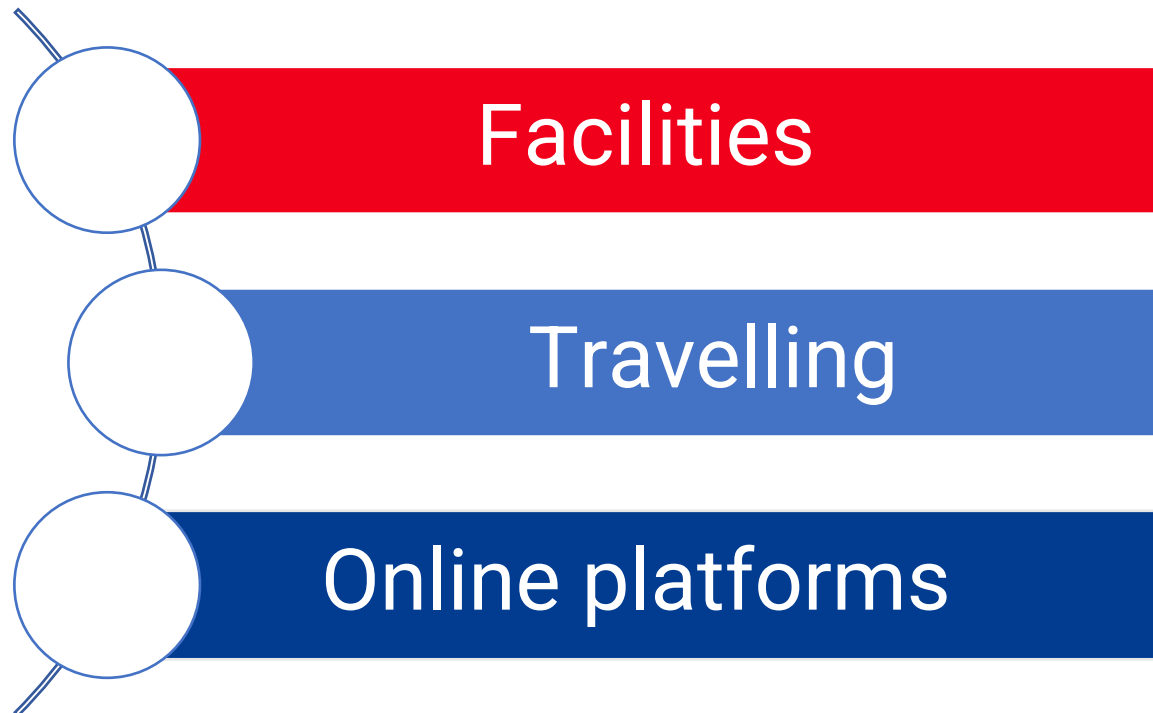
- ✔ Ongoing training and education for all adults involved with children and young people




# 6. ENVIRONMENTS



- ✔ Clubs are aware of the risks to children and young people across both their online and physical environments and continue to discuss, address and mitigate these risks



AFL SAFE FOOTY GUIDELINES | BE SAFE · FEEL SAFE · PLAY SAFE



## OVERNIGHT FOOTBALL ACTIVITIES

### INTRODUCTION

Sporting tournaments and trips play a significant role in a child and/or young person's life - it forms part of their development and independence, creates a sense of team spirit and belonging and builds life skills in a safe and supported environment.

The AFL is committed to offering these important experiences to children and young people who participate in Australian Football.

### DEFINITIONS

**Overnight activity:** any trip or activity related to football that requires a child or young person to engage in overnight travel.

**Child or young person:** any person under the age of 18 who is participating in the overnight activity.

**Supervising adult:** any adult who is responsible for the supervision of children or young people during the overnight activity. This can include a parent who is providing supervision for part of the trip (e.g. not travelling with the group but will supervise them for a day or night of the trip).

### Who should use this document?

These guidelines provide information to event organisers, supervision staff, families and participating children and young people to ensure their safety and wellbeing is prioritised and their experiences are both enjoyable and memorable.

### PLANNING GUIDELINES

#### SUPERVISING ADULTS

When planning an overnight activity you should ensure that any person accompanying a team with children and young people has:

- a valid Working with Children Check or State/Territory equivalent that is registered with the club or association they are representing
- received a copy of the relevant child safeguarding policy and code of conduct and has read and signed the code of conduct (AFL club, league or association)
- a copy of these guidelines and has participated in at least one planning meeting with the other supervising adults
- undertaken safeguarding training
- undertaken additional inclusion training as required (eg, cultural awareness training, supporting children with additional needs).

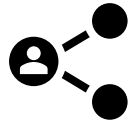
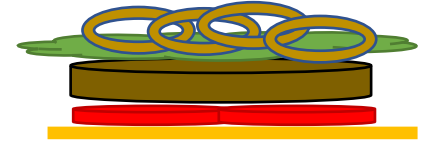
OVERNIGHT FOOTBALL ACTIVITIES

1



# ACTION

## HOT TIPS



Share the load.



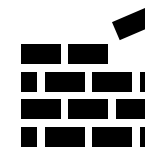
Take your time.



Use the resources.



Involve children and young people.



Anything is better than nothing.

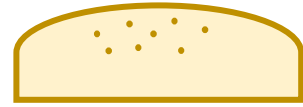


**Check in again**



# CHECK IN AGAIN

## Now where are you?



**NOW**

**HIGH RISK AREAS**

Things your club/association can and should be doing NOW to mitigate harm to children and young people



**NEXT**

**MEDIUM/LOW RISK AREAS**

Things that are still important and should be prioritised after the "NOW" items have been actioned.



**AGAIN**

**CONTINUOUS IMPROVEMENT**

Things requiring ongoing effort, review or refreshing to promote continuous improvement and compliance.





# ADDITIONAL SUPPORT RESOURCES

Support, education and resources for clubs

# EXAMPLES OF RESOURCES

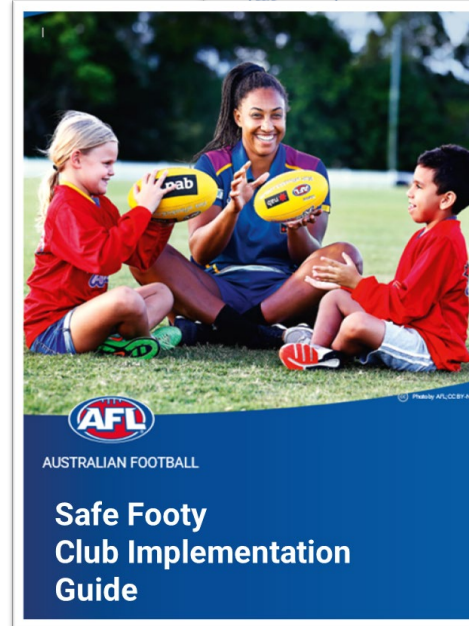
## Resources for:

- Children & Young People
- Families & Community
- Coaches & Volunteers
- Umpires & Officials
- Clubs & Associations
  - Overnight Football Activities
  - Child Safeguarding Officer Position Description
  - Risk Assessment Tool
  - Risk Register
  - Social Media Copy
  - Committee Safeguarding Agenda Schedule
  - Legislative Landscape Map
- Child Safeguarding Officer
  - Checklist
  - Club Check In Tool
  - CSO Intro Poster
  - CSO Schedule
  - Implementation Guide



Role Statement Child Safety Officer

ROLE	Club Child Safety Officer (CSO)
REPORTS TO	Club Committee
ABOUT THE ROLE	<p>The CSO role is a volunteer role appointed by the Club's Committee. The role will serve as the first point of contact for club community members and others who have concerns about a child or young person within the Club and provide advice and support to assist that person with making a report.</p> <p>The CSO will champion the safeguarding message and work with the Committee to practically implement the AFL's Safeguarding Children and Young People Policy.</p> <ul style="list-style-type: none"> <li>• Communicate and promote awareness and understanding of the AFL's Safeguarding Policy and Procedures</li> <li>• Help adults at the Club understand their obligations to protect children and young people and promote their rights</li> <li>• Be the first point of contact for all safeguarding matters</li> <li>• Help members reports complaints, concerns and incidents to the Club, Committee, or the AFL State Entity/AFL for appropriate action</li> </ul>



## EXPECTED BEHAVIOURS OF COACHES & VOLUNTEERS

### WHAT ARE THE EXPECTED BEHAVIOURS OF ADULTS IN FOOTBALL?

Coaches and volunteers across AFL programs and community clubs are required to follow safeguarding policies, processes and codes and should make themselves familiar with those relevant to their roles.

Any behaviour from a coach or volunteer that is considered unsafe (and in some cases, illegal) will be addressed by the AFL, a club, league, association or even the police.

This information sheet is not just here to provide you with a guide of how you should behave, but it is also informs you of how other adults should behave, so if you notice something

### DEFINITIONS

**A Child:** someone involved in footy who is 17 years or younger - usually a player but may also be a sibling of a player or child of an adult at the club.

**A Young Person:** someone involved in footy who is between the ages of 13 and 18 years old - usually a player but could also be an umpire or in another role at the club, or a sibling or child of a player.

**Adult:** someone involved in footy who is over the age of 18 - this could be a coach, manager, umpire, club official, AFL staff member, volunteer, and/or a parent.

## MY RIGHTS & RESPONSIBILITIES AS A YOUNG PERSON INVOLVED IN FOOTY

### WHAT ARE MY RIGHTS IN FOOTY?

As a young person, you have rights, lots of them. They are called the **UN Convention on the Rights of the Child**, check them out!

Having rights makes sure that you are safe and protected doing the things you love, like playing footy!

We want all kids who participate in footy to be safe, feel safe, play safe. Here are some of those rights that relate to footy:

### DEFINITIONS

**A Child:** someone involved in footy who is 12 years or younger - usually a player but may also be a sibling of a player or child of an adult at the club.

**A Young Person:** someone involved in footy who is between the ages of 13 and 18 years old - usually a player but could also be another role at the club, or a sibling or child of a player.

**Adult:** someone involved in footy who is over the age of 18 - this could be a coach, club official, AFL staff member, and/or a parent.

We welcome all children from all backgrounds and abilities to play in our game. Everyone who plays Australian Football has the right to Be Safe, Feel Safe, Play Safe.

### SAFETY

We want you to be safe and feel safe when you come to play footy with your friends. If you ever feel unsafe or worried, know it's ok to talk to a trusted person.

### RESPECT

Children and young people from all backgrounds and all abilities are welcome to play in our great game.

### HAVE YOUR SAY

Your thoughts and views matter to us. We will make sure there are ways for you to have a say and be involved.

### TRUST

You can trust that we will listen and act on your feedback. Together we can make play safer for all children and young people.

### INFORM

We will give you information and support so you know how we work to keep you safe and what you can do if you feel unsafe.

For further information and support contact:  
 child@safety@afl.com.au  
 aofl.austfoot.com.au/afl-makeareport  
 Kids helpline 1800 55 1800 (it's free)  
 www.kidshelpline.com.au

CHILD SAFETY STANDARDS	STATE/TERRITORY SPECIFIC				SPORT PERSONNEL INCLUDED				SPORT PERSONNEL EXCLUDED							
	ACT	NSW	NT	QLD	SA	TAS	VIC	WA	ACT	NSW	NT	QLD	SA	TAS	VIC	WA
MANDATORY REPORTING	YES	YES	YES	YES	YES	YES	YES	YES	NO	NO	NO	NO	NO	NO	NO	NO
ACC (OR EQUIVALENT)	YES	YES	YES	YES	YES	YES	YES	YES	NO	NO	NO	NO	NO	NO	NO	NO
ABLE TO DISCLOSE	YES	YES	YES	YES	YES	YES	YES	YES	NO	NO	NO	NO	NO	NO	NO	NO
ABLE TO PROTECT	YES	YES	YES	YES	YES	YES	YES	YES	NO	NO	NO	NO	NO	NO	NO	NO
FORMING OFFENCE	YES	YES	YES	YES	YES	YES	YES	YES	NO	NO	NO	NO	NO	NO	NO	NO





# AFL Safeguarding Children Portal

Suite of resources and useful links to help foster a safe and welcoming environment for children and young people in football



<https://www.afl.com.au/clubhelp/safeguarding-children>

## Safeguarding Children Resources



**Kids (5-12)**

We welcome all children from all backgrounds and abilities to play in our game



**Young People (13-18)**

We want all kids who participate in footy to be safe, feel safe, play safe



**Families and Community**

All adults, including parents and carers, are expected to play their part in keeping children and young people safe in football



**Coaches and Volunteers**

Coaches and volunteers across AFL programs and community clubs are required to follow safeguarding policies, procedures and codes



**Further Links**

List of sources that help promote and maintain the safeguarding of children



**Safeguarding Children**

Safeguarding resources to support participants and those who deliver and community football



## AFL Diversity & Inclusion Portal

Information, resources, tools and free online training to help prevent and deal with integrity issues and concerns in sport



<https://www.afl.com.au/clubhelp/diversity>

## Play By The Rules

Information, resources, tools and free online training to help prevent and deal with integrity issues and concerns in sport



<https://www.playbytherules.net.au>



# COMING NEXT

## MAY FOCUS SESSIONS

In these sessions we will focus on a specific cohort within your club, & consider the actions your club can be taking to ensure the Child Safe Standards are fully implemented.

**May 17, 7:30 PM - Game Day Personnel Education**

**May 31, 7:30 PM - Community Education**

# TIME OUT

**WE LIKE DATA!**

Head to this link to fill out a 2 min survey to help us understand where you were at the beginning of this session and where you are now!

<https://www.surveymonkey.com/r/X39X6TC>



# THANK YOU & STAY SAFE

[info@dellamartaconsulting.com](mailto:info@dellamartaconsulting.com) OR [clubhelp@afl.com.au](mailto:clubhelp@afl.com.au)

