

Child Safety and Wellbeing Policy
The Hamilton Kangaroos Football Netball Club
(Aligned with Victorian Child Safe Standards)

1. Purpose

The Hamilton Kangaroos Football Netball Club (the Club) is committed to ensuring the safety, wellbeing, and empowerment of all children and young people. This policy demonstrates the Club's commitment to implementing the **Victorian Child Safe Standards**, as legislated under the *Child Wellbeing and Safety Act 2005 (Vic)*.

2. Statement of Commitment to Child Safety

The Club has zero tolerance for child abuse and is committed to protecting children from harm. We are dedicated to creating a child-safe culture where children feel safe, respected, and valued.

We are committed to:

- Acting in the best interests of children at all times.
 - Listening to and valuing children's voices.
 - Promoting inclusion, equity, and respect for diversity.
 - Upholding all legal and moral obligations to keep children safe.
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3. Application of the Victorian Child Safe Standards

The Club will meet and uphold the 11 Victorian Child Safe Standards as follows:

Standard 1: Culturally Safe Environment

We establish a culturally safe environment in which:

- The diverse identities and experiences of Aboriginal and Torres Strait Islander children are respected and valued.
 - Racism and discrimination are not tolerated.
 - Cultural safety is embedded in Club practices.
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Standard 2: Leadership, Governance and Culture

The Club:

- Embeds child safety in leadership, governance, and culture.
 - Maintains clear roles and responsibilities for child safety.
 - Appoints a **Child Safety Officer** responsible for implementing this policy.
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Standard 3: Child and Young Person Empowerment

We:

- Inform children of their rights.
 - Encourage participation and feedback.
 - Provide safe and accessible ways for children to raise concerns.
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Standard 4: Family and Community Involvement

The Club:

- Engages families and the community in promoting child safety.
 - Communicates openly about child safety policies and practices.
 - Encourages parental involvement and feedback.
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Standard 5: Equity and Diversity

We:

- Promote the safety and inclusion of all children, including:
 - Children with disability
 - Children from culturally and linguistically diverse backgrounds
 - LGBTQIA+ young people
 - Ensure all children feel welcome and supported.
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Standard 6: Suitable Staff and Volunteers

The Club:

- Ensures all relevant personnel hold a valid Working With Children Check (WWCC).
 - Applies robust recruitment, screening, and induction processes.
 - Clearly outlines acceptable behaviours through a Code of Conduct.
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Standard 7: Child-Focused Complaints Process

We:

- Provide accessible, child-friendly reporting processes.
 - Take all complaints seriously and respond promptly.
 - Protect children from retaliation when concerns are raised.
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Standard 8: Staff and Volunteer Knowledge, Skills and Awareness

The Club:

- Provides training on child safety, reporting obligations, and risk identification.
 - Ensures all members understand their responsibilities under this policy.
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Standard 9: Physical and Online Environments

We:

- Identify and mitigate risks in both physical and online environments.
 - Ensure safe use of digital platforms and communication.
 - Supervise children appropriately at all Club activities.
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Standard 10: Review and Continuous Improvement

The Club:

- Regularly reviews child safety practices and policies.
 - Seeks feedback from children, families, and members.
 - Updates procedures in line with legislation and best practice.
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Standard 11: Implementation of Policies and Procedures

We:

- Maintain documented child safety policies and procedures.
 - Ensure they are accessible and understood by all members.
 - Actively implement and monitor compliance.
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4. Code of Conduct

All Club members must:

- Treat children with respect and dignity.
 - Maintain appropriate boundaries.
 - Avoid favouritism or inappropriate relationships.
 - Not engage in bullying, harassment, or abuse.
 - Report any concerns about child safety.
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5. Identifying and Managing Risks

The Club will:

- Conduct regular risk assessments of all activities and environments.
 - Implement strategies to reduce or remove risks.
 - Maintain a risk register for child safety.
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6. Reporting and Responding to Concerns

All concerns or allegations must be reported immediately.

Reporting pathways include:

- Child Safety Officer
- Club Committee
- Victoria Police (if immediate danger)
- Child Protection services (where required)

The Club will:

- Respond promptly, fairly, and confidentially.
 - Comply with mandatory reporting obligations.
 - Support all parties involved.
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7. Record Keeping and Information Sharing

The Club:

- Maintains secure and confidential records of reports and incidents.
 - Complies with privacy laws and information-sharing requirements.
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8. Breaches of Policy

Breaches may result in:

- Disciplinary action
 - Suspension or termination of involvement
 - Reporting to authorities
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9. Policy Review

This policy will be reviewed annually or following any significant incident or legislative change.

10. Key Contacts

Child Safety Officer:

[Insert Name & Contact]

Emergency: 000

Victoria Police: Local station

Child Protection: Department of Families, Fairness and Housing (DFFH)

Approved by: Club Committee

Date: [Insert Date]

Next Review Date: [Insert Date]