

PAPAMOA FOOTBALL CLUB - CHILD PROTECTION AND SAFEGUARDING POLICY

Policy

The club is committed to the safety and wellbeing of all children within its responsibility, and will implement safeguarding practices to ensure that a safe environment is maintained for those children.

Process

The club will ensure that all members who work with children understand their responsibilities under this policy and the guidelines and requirements referred herein, and will undertake police-vetting of members where deemed appropriate.

Procedures

Ensure, to the best of the club's ability, that all members are aware of and adhere to the Guidelines for Working with Children, where required, as set out below.

Regularly review and implement the safeguarding practices relating to children in order to minimise and/or prevent the risk of harm to them.

Implement the Vetting & Screening of Workers with Children Requirements as set below.

Guidelines for Working with Children

The following protocols provide guidance to those working with children by outlining good practice and establishing boundaries in a range of situations. The intention of these protocols is to reduce the likelihood of harm to a child as well as minimising the risk of an allegation or complaint being made.

Coaches are encouraged to apply a child centred approach where all children are treated equally and with dignity.

This includes:

- Activities should be appropriate for the age and development of the children.
- Use positive and age appropriate language when talking to or in the presence of children.
- Create a safe and open environment that also reduces risk to staff and volunteers.
- Exercise common sense.
- Do not send children off to train alone or out of sight or supervision.
- Ensure that children use the appropriate protective equipment.
- Ensure that all physical contact with children is relevant and appropriate to the activity.
- Do not engage in any intimate, over-familiar or sexual relationships with people under the age of 18.
- Ensure that any filming or photography of children is appropriate.
- Do not offer alcohol to children under any circumstances.
- Do not engage in communication with a child on a one to one basis through social media, texting or email.
- Ensure any one to one feedback is given to a player in the presence of a support person – for example manager or parent.
- Ensure all one to one feedback not in person is given through the player's parents email address.
- Do not allow parents, coaches, other children or spectators to engage in any type of bullying behavior, this includes cyber/text bullying.
- Do not bully or put unnecessary pressure on children

Additional Guidelines

The club recognizes the risk to coaches and volunteers associated with working with children and encourages consideration of the points below:

- Avoid private or unobserved situations, including being alone with a child in the changing room. Have another adult present or at least another player.
- When entering changing rooms, ensure that you knock and announce yourself and try to have at least one other adult present.
- Avoid driving a child unaccompanied. If this is unavoidable, have them in the back seat.
- Do not invite or encourage children to your home.
- Always have another adult present when staying overnight anywhere with children.
- Travelling creates a higher risk environment. Take extra care to ensure players and volunteers are not exposed to undue risk.

Vetting & Screening of Workers with Children Requirements

Any coach who travels and stays in overnight accommodation with any club teams shall undertake and complete the Police Vetting process.

Reporting of Incidents

Incident reports will be treated as strictly confidential.

Anyone wishing to lodge a complaint should refer to the club's Complaints Policy.

Investigation and Disciplinary Procedure

Incident Reports will be investigated and otherwise dealt with pursuant to the terms of the NZF Code of Ethics and/or the NZF Disciplinary Code.

Approval Date: 19/11/2023

Approval Signature: 

Approval Name and Position: Rob Schoonderwoerd, Secretary

Ref: PFC P01

Review Date: 01/06/2025

