

ANGASTON FOOTBALL CLUB CHILD SAFE ENVIROMENT POLICY AND MEMBER PROTECTION POLICY

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ANGASTON FOOTBALL CLUB

CHILD SAFE ENVIRONMENT POLICY and MEMBER PROTECTION POLICY

1. Introduction

The Angaston Football Club is committed to providing an environment safe for children that is free from harassment, discrimination and harm for everyone, and promotes respectful and positive behaviour and values.

This policy provides a code of behaviour forming the basis of appropriate and ethical conduct which everyone must abide by.

The Angaston Football Club is committed to ensuring that everyone associated with the Angaston Football Club complies with the policy.

2. Purpose of Our Policy

The main objective of our Member Protection Policy is to maintain responsible behaviour and ethical and informed decision-making by participants in this club. This policy outlines our commitment to a person's right to be treated with respect and dignity, and to be safe and protected from harm. Our policy informs everyone involved in our club of his or her legal and ethical rights and responsibilities and the standards of behaviour that are required. It also covers the care and protection of children participating in our club's activities.

3. Who Our Policy Applies To

Our policy applies to everyone involved in the club including members, committee members, administrators, coaches, officials, volunteers, players, parents and spectators.

4. Extent of Our Policy

Our policy covers unfair decisions (e.g. team selection), breaches of our code of behaviour and inappropriate behavior that occurs at practice, at meetings, in the clubrooms, at social events organised or sanctioned by the club (or our district, regional, state or national body), on away and overnight trips and any behaviour that brings or is likely to bring our club or sport into disrepute. It also covers behaviour where there is suspicion of harm towards a child or young person.

5. Club Responsibilities

We will:

- make any necessary amendments to our Constitution, rules or other policies to enable this policy to be enforceable;
- implement and comply with our policy;
- promote our policy to everyone involved in our club;
- promote and model appropriate standards of behaviour at all times;
- respond to breaches or complaints made under our policy promptly, fairly, and confidentially;
- review this policy every 12 months; and
- seek advice from, and if necessary or appropriate, refer serious issues to the Barossa Light & Gawler Football Association.

Serious issues include unlawful behaviour that involves or could lead to significant harm and includes criminal behavior (e.g. physical assault, sexual assault, child harm) and any other issues that our state or national body request to be referred to them (e.g. conflict of interest).

6. Individual Responsibilities

Everyone associated with our club must:

- comply with the standards of behaviour outlined in our policy;
- treat others with respect;
- always place the safety and welfare of children above other considerations;
- be responsible and accountable for their behaviour;
- follow the guidelines outlined in this policy if they wish to make a complaint or report a concern about possible child abuse, discrimination, harassment or other inappropriate behaviour.

7. Protection of Children

7.1 Child Protection

The Angaston Football Club is committed to the safety and wellbeing of all children and young people accessing our service. We support the rights of the child and will act without hesitation to ensure a child safe environment is maintained at all times. We also support the rights and wellbeing of our staff and volunteers and encourage their active participation in building and maintaining a secure environment for all participants.

The Angaston Football Club acknowledges that our staff, members and volunteers provide a valuable contribution to the positive experiences of children involved in our sport. The Angaston Football Club aims to continue this and to take measures to protect the safety and welfare of children participating in our sport by:

7.1.1 Identify and Analyse Risk of Harm

The Angaston Football Club has developed and implemented a risk management strategy, which includes a review of existing child protection practices, to determine how child-safe and child-friendly the organisation is and to determine what additional strategies are required to minimise and prevent risk of harm to children.

7.1.2 Develop Codes of Conduct for Adults and Children

The Angaston Football Club has ensured it has codes of conduct that specify standards of conduct and care when dealing and interacting with children, particularly those in the organisation's care. The club has implemented a code of conduct to address appropriate behaviour for adults and children.

The code(s) of conduct will set out professional boundaries, ethical behaviour and unacceptable behaviour. (See Section 11)

7.1.3 Choose Suitable Employees and Volunteers

The Angaston Football Club ensures it takes all reasonable steps to ensure that it engages the most suitable and appropriate people to work with children (in prescribed positions).

This may be achieved using a range of screening measures. Such measures will aim to minimise the likelihood of engaging (or retaining) people who are unsuitable to work with children.

Our organisation will take all appropriate steps to ensure that it employs the most suitable people to work with children and young people. We undertake a range of screening measures including interviews and referee checks.

Our screening measures are required for anyone within our organisation that provides a service or undertakes child-related work as defined by the *Child Safety (Prohibited Persons) Act 2016*.

We will obtain working with children check (WWCC) information issued by the Screening Unit, DHS, as required by the *Child Safety (Prohibited Persons) Act 2016*. We will obtain from the person their full name, address, DOB and unique identifier and:

- a. Verify a working with children check has been conducted in relation to the person within the preceding 5 years
- b. The person is not prohibited from working with children
- c. Provide the screening unit, DHS the name, address, telephone number and email address of the business at which the person is to be employed, and
- d. The name and contact details of the person who verified the matters referred to in points (a) and (b) above.

If a criminal history report is obtained as part of their screening process, the Angaston Football Club will ensure that the criminal history information is dealt with in accordance with the Child Safe Environments Principles of Good Practice (2012, updated 2019) developed by the Chief Executive, Department of Human Services at https://dhs.sa.gov.au/data/assets/pdf_file/0011/82658/cse-principles-of-good-practice-2019-dhs-update.pdf.¹ (See Section 12).

7.1.4 Support, Train, Supervise and Enhance Performance

The Angaston Football Club will ensure that volunteers and employees who work with children or their records have ongoing supervision, support and training such that their performance is developed and enhanced to promote the establishment and maintenance of a child-safe environment.

7.1.5 Empower and Promote the Participation of Children In Decision-Making And Service Development

The Angaston Football Club will promote the involvement and participation of children and young people in developing and maintaining child-safe environments.

¹ Department of Human Services (2012, updated 2019) Child Safe Environments: Principles of Good Practice, Adelaide.

7.1.6 Report and Respond Appropriately to Suspected Abuse and Neglect

The Angaston Football Club will ensure that volunteers and employees are able to identify and respond to children at risk of harm. The Angaston Football Club will make all volunteers and employees aware of their responsibilities under the *Child Safety (Prohibited Persons) Act 2016* and the *Children and Young People (Safety) Act 2017* if they have suspicion on reasonable grounds that a child has been or is at risk of harm.

The Angaston Football Club expects that all people involved in the organisation will report suspicion that a child or young person is at risk to the Child Abuse Report Line (CARL) on 13 14 78.

If any person feels another person or organisation bound by this policy is acting inappropriately towards a child or is breaching the code(s) of practice set out they may make an internal complaint. Please refer to our complaints procedure outlined in this policy. This will explain what to do about the behaviour and how the Angaston Football Club will deal with the problem.

7.2 Supervision

Members under the age of 18 must be supervised at all times by a responsible adult. Our club will provide a level of supervision adequate and relative to the members' age, maturity, capabilities, level of experience, nature of activity and nature of venue. If a member finds a member under the age of 18 is unsupervised, they should assume responsibility for the member's safety until the parent/guardian or supervisor can be found.

7.3 Transportation

Parents/guardians are responsible for transporting their children to and from club activities (e.g. practice and games).

Where our club makes arrangements for the transportation of children (e.g. for away or over night trips), we will conduct a risk assessment that includes ensuring vehicles are adequately insured, the driver has a current and appropriate licence for the vehicle being used and appropriate safety measures are available (e.g. fitted working seatbelts).

7.4 Taking Images of Children

The Angaston Football Club acknowledges that in South Australia under the Summary Offences Act 1953 a person must not engage in indecent filming. Images of children and adults should not be used inappropriately or illegally.

Our club requires that members, wherever possible, obtain permission from a child's parent/guardian before taking an image of a child that is not their own and ensure that the parent knows the way the image will be used. Our club also requires the privacy of others to be respected and disallows the use of camera phones, videos and cameras inside changing areas, showers and toilets.

If the club uses an image of a child it will avoid naming or identifying the child or it will, wherever possible, avoid using both the first name and surname. We will not display personal information such as residential address, email address or telephone numbers without gaining consent from the parent/guardian. We will not display information about hobbies, likes/dislikes, school, etc as this information can be used as grooming tools by pedophiles or other persons. We will only use appropriate images of a child, relevant to our sport and ensure that the child is suitably clothed in a manner that promotes the sport, displays its successes, etc.

8. Anti-harassment, Discrimination and Bullying

Our club opposes all forms of harassment, discrimination and bullying. This includes treating or proposing to treat someone less favourably because of a particular characteristic; imposing or intending to impose an unreasonable requirement, condition or practice which has an unequal or disproportionate effect on people with a particular characteristic; or any behaviour that is offensive, abusive, belittling, intimidating or threatening – whether this is face-to-face, indirectly or via communication technologies such as mobile phone and computers. Some forms of harassment, discrimination and bullying are against the law and are based on particular characteristics such as age, disability, gender, sexual orientation, pregnancy, political or religious beliefs, race, and marital status.

Our club takes all claims of harassment, discrimination, bullying and cyber bullying seriously. We encourage anyone who believes they have been harassed, discriminated against or bullied to raise the issue with the club (see Section 10, Responding to Complaints).

9. Inclusive practices.

Our club is welcoming and we will seek to include members from all areas of our community.

9.1 People with a disability

Where possible we will include people with a disability in our teams and club. We will make reasonable adaptations (e.g. modifications to equipment and rules) to enable participation.

9.2 People from diverse cultures

We will support and respect people from diverse cultures and religions to participate in our club and where possible will accommodate requests for flexibility (e.g. modifications to uniforms).

9.3 Sexual & Gender Identity

All people, regardless of their sexuality, are welcome at our club. We strive to provide a safe environment for participation and will take action over any homophobic behaviour.

9.4 Pregnancy

Pregnant women should be aware that their own health and wellbeing, and that of their unborn children, should be of utmost importance in their decision making about the way they participate in our sport. We recommend pregnant women to consult with their medical advisers, make themselves aware of the facts about pregnancy in sport, and ensure that they make informed decisions about participation.

9.5 Girls playing in boys teams

If there is not a separate sex competition, our club will support girls playing in boys teams up until the age of 12 years (when federal sex discrimination law says if differences in strength, stamina and physique are relevant, then single sex competition is required).

After this age our club will consider each request on an individual basis including looking at the nature of our sport and other opportunities to compete.

10. Responding to Complaints

10.1 Complaints

Our club takes all complaints about on and off-field behaviour seriously. Our club will handle complaints based on the principles of procedural fairness (natural justice), that is:

- all complaints will be taken seriously;
- both the person making the complaint (complainant) and the person the complaint is against (respondent) will be given full details of what is being said against them and have the opportunity to respond (give their side of the story);
- irrelevant matters will not be taken into account;
- decisions will be unbiased and fair; and
- any penalties imposed will be fair and reasonable.

More serious complaints may be escalated to the Member Protection Information Officer (MPIO) of the Barossa Light & Gawler Football Association.

If the complaint relates to suspected child abuse, sexual assault or other criminal activity, then our club will need to report the behaviour to the police and/or relevant government authority and our state/national body.

10.2 Complaint Handling Process

When a complaint is received by our club, the person receiving the complaint (e.g. President, Complaints Officer) will:

- listen carefully and ask questions to understand the nature and extent of the problem;
- ask what the complainant would like to happen;
- explain the different options available to help resolve the problem;
- take notes; utilizing Attachment 5 and maintain confidentiality but not necessarily anonymity.

Once the complainant decides on their preferred option for resolution, the club will assist, where appropriate and necessary, with the resolution process. This may involve:

- supporting the person complaining to talk to the person being complained about
- bringing all the people involved in the complaint together to talk objectively through the problem (this could include external mediation);
- gathering more information (e.g. from other people that may have seen the behaviour);
- seeking advice from our district, regional, state and/or national body or from an external agency (e.g. Office for Recreation and Sport, and Play By The Rules.);
- referring the complaint to our Barossa Light and Gawler Football Association; and/or
- referring the complainant to an external agency such as a community mediation centre, police or anti-discrimination agency.

In situations where a complaint is referred to the Barossa Light and Gawler Football Association and an inquiry is conducted, the club will:

- co-operate fully;
- ensure the complainant and respondent are not victimised;
- where applicable, ensure the complainant is not placed in an unsupervised situation with the respondent(s); and
- act on the Barossa Light and Gawler Football Association recommendations.

At any stage of the process, a person can seek advice from or lodge a complaint with an anti-discrimination commission or other external agency.

10.3 Disciplinary Measures

Our club will take disciplinary action against anyone found to have breached our policy or made false and malicious allegations.

Any disciplinary measure imposed under our policy must:

- Be applied consistent with any contractual and employment rules and requirements;
- Be fair and reasonable;
- Be based on the evidence and information presented and the seriousness of the breach;
- Be determined by our Constitution, By Laws and the rules of the game.

Possible measures that may be taken include:

- verbal and/or written apology;
- counselling to address behaviour;
- withdrawal of any awards, placings, records, achievements bestowed in any tournaments, activities or events held or sanctioned by our club;
- suspension or termination of membership, participation or engagement in a role or activity;
- de-registration of accreditation for a period of time or permanently;
- a fine; or
- any other form of discipline that our club considers reasonable and appropriate.

10.4 Appeals

The complainant or respondent can lodge one appeal against decisions or disciplinary measures imposed by our club to Barossa Light and Gawler Football Association. Appeals must be based on either a denial of natural justice, because of unjust or unreasonable disciplinary measure(s) being imposed, or on the grounds that the decision was not supported by the information/evidence presented and available to the decision maker/club.

11 CODE OF CONDUCT

The Codes of Behaviour outlined below have been derived from the AFL Next Generation Junior Match Policy.

Players

- Play by the rules: they are there for the good of all.
- Never argue with an official: if you disagree, discuss the matter with your coach or teacher after the game.
- Control your temper: verbal abuse, racial or religious vilification of other players, and provoking an opponent or the other team are never appropriate.
- Be a good sport: applaud all good plays by your team, opponent or the opposition team.
- Treat all players fairly: treat all players as you would like to be treated. Do not interfere with, bully or take unfair advantage of another player.
- Cooperate willingly: cooperate with your coach, teammates and opponents. Without them there would be no game.
- Play for fun: Play for the 'fun of it' and not just to please parents and coaches.

Coaches' Code of Conduct (as signed by accredited coaches)

- I will respect the rights, dignity and worth of all individuals within the context of my involvement in Australian Football, including refraining from any discriminatory practices on the basis of race, religion, gender, ethnic background or special ability/disability.
- I will abide by and teach the AFL Laws of the Game and the rules of my club and league/association.
- I will be reasonable in the demands I make on the time commitments of the players in my care, having due consideration for their health and well-being.
- I will be supportive at all times and I will refrain from any form of personal or physical abuse or unnecessary physical contact with the players in my care.
- I will have due consideration for the varying maturity and ability levels of my players when designing practice schedules, practice activities and involvement in competition.
- Where I am responsible for players in the 5-18-year-old age group, I will strive to ensure that all players gain equal playing time. I will avoid overplaying the talented players, aiming to maximise participation, learning and enjoyment for all players regardless of ability.
- I will stress and monitor safety always.
- In recognising the significance of injury and sickness, I will seek and follow the physician's advice concerning the return of injured or ill players to training.
- I will endeavour to keep informed regarding sound principles of coaching and skill development, and of factors relating to the welfare of my players.
- I will at all times display and teach appropriate sporting behaviour, ensuring that players understand and practice fair play.
- I will display and foster respect for umpires, opponents, coaches, administrators, other officials, parents and spectators.
- I will ensure that players are involved in a positive environment where skill learning and development are priorities and not overshadowed by a desire to win.
- I reject the use of performance-enhancing substances in sport and will abide by the guidelines set forth in the AFL Anti-Doping and Illicit Drugs policies.

I agree to the following terms:

- I agree to abide by the AFL Coaches' Code of Conduct.
- I acknowledge that the AFL, or a body affiliated with the AFL, may take disciplinary action against me if I breach the code of conduct. I understand that the AFL, or a body affiliated with the AFL, is required to implement a complaints handling procedure in accordance with the principles of natural justice in the event of an allegation against me.
- I acknowledge that disciplinary action against me may include de-registration from the AFL National Coaching Accreditation Scheme.
- Note: The Coaches' Code of Conduct is to be signed and followed as part of the accreditation requirements of the AFL. Coaches should be aware that, in addition to the Code, they may be obliged to sign a further code of conduct/ethics with their club and/or league.

Parents/Spectators

- Remember children play sport for their enjoyment, not yours.
- Encourage children to participate, do not force participation upon them.
- Focus on your children's efforts and self-esteem rather than whether they win or lose
- Encourage children to always participate according to the rules.
- Never ridicule or yell at children for making a mistake or if their team loses a game.
- Remember children learn best by example – applaud the efforts of all players in both teams.
- Support all efforts to remove verbal and physical abuse from sporting activities.
- Show appreciation of volunteer coaches, officials and administrators – without whom your child could not participate.
- Respect umpires' decisions and teach children to do likewise.
- Remember smoking and the consumption of alcohol is unacceptable at junior sport

Administration/Officials

- Ensure equal participation for all: provide equal opportunities for all regardless of ability, size, shape, sex, age, disability or ethnic origin.
- Suitability of program: ensure that the rules, equipment, length of games and training schedules take into consideration the age, ability and maturity level of the participants.
- Ensure adequate supervision: adequate supervision must be provided by qualified and competent coaches and officials capable of developing appropriate sports behaviour and skills.
- Stress enjoyment: remember children participate for enjoyment. Play down the importance of rewards.
- Arrange adult education: develop improved standards of coaching and officiating with an emphasis on appropriate behaviour and skills.
- Promote fair play: ensure parents, coaches, officials, sponsors, physicians and participants understand their responsibilities regarding fair play.
- Modify to suit various levels: modify rules and regulations to match the skill level of participants and their needs.
- Promote respect for opponents: condemn unsporting behaviour.
- Maximise enjoyment: publicly encourage rule changes that will reinforce the principle of participating for fun and enjoyment.
- Keep up to date: make a personal commitment to keep informed of the sound principles of administering recommended football programs for junior players.
- Schedule practice activities and involvement in competition.

- Where I am responsible for players in the 5-18 year old age group, I will strive to ensure that all players gain equal playing time. I will avoid overplaying the talented players, aiming to maximise participation, learning and enjoyment for all players regardless of ability.
 - I will stress and monitor safety always.
 - In recognising the significance of injury and sickness, I will seek and follow the physician's advice concerning the return of injured or ill players to training.
 - I will endeavour to keep informed regarding sound principles of coaching and skill development, and of factors relating to the welfare of my players.
 - I will at all times display and teach appropriate sporting behaviour, ensuring that players understand and practice fair play.
 - I will display and foster respect for umpires, opponents, coaches, administrators, other officials, parents and spectators.
 - I will ensure that players are involved in a positive environment where skill learning and development are priorities and not overshadowed by a desire to win.
 - I reject the use of performance-enhancing substances in sport and will abide by the guidelines set forth in the AFL Anti-Doping and Illicit Drugs policies.
- Further information available through AFL Kids First program, at the following; www.afcommunityclub.com.au and www.playbytherules.net.au

12 WORKING WITH CHILDREN CHECKS - SCREENING REQUIREMENTS

Child safety is an important issue for all people associated with the Angaston Football Club. Over the last 12 months the Child Safe Environments landscape has had several key changes. The Angaston Football Club requires a working with children checks through the Screening Unit, for an assessment and clearance. <https://www.dcsiscreening.sa.gov.au/>
This will be done online as from 1st July 2019. The former check "the police check" is no longer considered adequate. The Angaston Football Club undertakes to follow the standards issued by the Department of Human Services/DHS when conducting assessments.

It is also a requirement of the AFC that the child protection online "play by the rules" is completed by the same people requiring the Working With Children Check. <https://www.playbytherules.net.au/online-courses>. The certificate then needs to be given or emailed to the child safety officer - Bill Gransbury at billgransbury1@gmail.com

2.1 – Identifying affected positions

The Angaston Football Club will conduct an assessment of every person who is, or will be, engaged to work with children in this organisation, and its affiliated associations.

As a first step, the Angaston Football Club has identified all individuals and positions within the organisation that involve working with children.

These positions are: • All coaches • Assistant coaches • Team managers, • Trainers • Junior Committee members • and any other Match Day Official (committee members, child safety officers) who fit one or more of the criteria as outlined. If you know you are or will be in this position please contact the child safety officer Bill Gransbury 0438 083 559.

2.2 – Procedures

In the context of football, the meaning of child-related work and work with children is:

- Services or activities provided in the course of the operation of clubs and associations with a significant membership of, or involvement by, children;
- Coaching or tuition services for children;
- This includes those aged 14 years and over. It will no longer be from age 18.
- Screening checks for volunteers is now free.

If a person requiring the WWCC has been obtained elsewhere it is accepted by AFC but the details need to be confirmed with the child safety officer

2.3 – For Volunteers once a WWCC has been requested you are required to follow the steps in the email and complete the application form online with a 100 point check. If you are unable to do it on-line please explain your circumstances to the child safety officer. Once approved this is adequate for 5 years.

An application will require you to verify your identity on-line by providing details of your driver's licence and passport (or full birth certificate registration number). If you do not have on-line access you will be required to print and post the application to DHS Screening Unit.

2.4 – Once the application is finalised you will be required to advise the child safety officer of the Angaston Football Club.

The club will be required to maintain a record of all volunteer details and clearance information. The collection and storage of personal details must be secure and compliant with Australian Privacy Laws.

****If you have a clearance from another organisation or different sporting organisation, eg. Cricket, Hockey, Netball, etc. you will only have to provide proof of that clearance – it is not necessary to apply for another clearance to be part of the Angaston Football Club.***

13 Process for dealing with members charged with, or under investigations for, a criminal offence

This process sets out the procedure that Angaston Football Club will follow in the event that it becomes aware that a member has been charged with, or is being investigated for, a relevant criminal offence.

Guiding Principle

The paramount consideration is the rights, interests and wellbeing of children and their protection from harm.

Procedure

Risk Assessment

In the event that Angaston Football Club becomes aware that a member has been charged with, or is being investigated for, a relevant criminal offence, the managing authority of Angaston Football Club or senior appointed officers shall make a risk assessment of the risk of harm to children and consider taking protective action.

The risk assessment will:

- Be conducted in accordance with the guidelines and principles set out under Standard 5 of the Child Safe Environments: Standards for dealing with information obtained about the criminal history of employees and volunteers who work with children;
- Recognise that an investigation or charge does not mean that the person is guilty and that the matter needs to be resolved through proper legal avenues;
- Consider all matters on an individual basis and include an assessment of all relevant circumstances;
- Provide the member an opportunity to make submissions on whether he or she had been charged with an offence warranting some action, and what action should be taken;
- Be made in accordance with the principles of natural justice and procedural fairness. Assessment procedures will be transparent,

documented and consistently applied;
Not compromise any police investigations or evidence.

Outcome

Where the risk assessment indicates that protective action is necessary, the Angaston Football Club may:

- Control or supervise contact between the member and children
- Prevent contact between the member and children
- Remove the member from duties until the outcome of the investigation or charge is known;
- Take any other action that is necessary and reasonable in the circumstances.

Voluntary removal of member pending outcome of charge or investigation

Where the risk assessment determines that protective action is necessary against a member to safeguard and protect children, Angaston Football Club will give the member the opportunity to voluntarily remove him or herself from activities until the outcome of the charge or investigation is known.

Resolution to suspend or remove member

In the event that the member will not voluntarily remove him or herself from activities until the outcome of the charge or investigation is known, the Angaston Football Club will put forward a resolution to the committee to suspend or temporarily remove the member.

The outcome of the resolution will be recorded in the committee's minutes and then implemented.

The outcome recorded in the committee minutes will not contain unnecessary information relating to the investigation or charge or identify (directly or indirectly) any junior members.

Glossary

Relevant criminal offence: means an offence that indicates a prima-facie risk of harm or that potentially indicates unsuitability to work with children.

Natural justice: means observing the following principles:

- people are entitled to be informed of allegations made against them
- all persons affected by a decision should be given the relevant information to enable an informed submission to be made to the decision-maker or person subsequently reviewing a decision
- during the review of a decision, all persons affected by a decision should have an opportunity to put their case, relevant arguments should be heard, and relevant information should be accessible to all parties
- decision-makers act fairly and impartially.

Offence that indicates a prima-facie risk of harm: has the same meaning as described under Standard 5 of the Child Safe Environments: Standards for dealing with information obtained about the criminal history of employees and volunteers who work with children.

Offence that potentially indicates unsuitability to work with children: Has the same meaning as described under Standard 5 of the Child Safe Environments: Standards for dealing with information obtained about the criminal history of employees and volunteers who work with children.

Member: means a member of the Angaston Football Club.

Risk assessment in the context of child protection 'refers to a process of evaluating the information received to reach a decision about the risk of harm a person may pose to children'. (Child Safe Environments: Standards for dealing with information obtained about the criminal history of employees and volunteers who work with children).

14 COMPLAINT REPORTING FORM

RECORD OF COMPLAINT

Name of person receiving complaint

Date: / /

Complainant's Name

Over 18

Under 18

Complainant's contact details

Phone:

Email:

Complainant's role/status in Club

Administrator (volunteer)

Parent

Athlete/player

Spectator

Coach/Assistant Coach

Support Personnel

Employee (paid)

Other

Official

.....

Name of person complained about

Over 18

Under 18

Person complained about role/status in Club

Administrator (volunteer) Parent

Athlete/player

Spectator

Coach/Assistant Coach

Support Personnel

Employee (paid)

Other

Official

.....

Location/event of alleged issue

Description of alleged issue

Nature of complaint

Harassment or Discrimination

Sexual/sexist Selection dispute

Coaching methods

(category/basis/grounds)

Sexuality

Personality clash

Verbal abuse

Can tick more than one box

Race

Bullying

Physical abuse

Religion

Disability

Victimisation

Pregnancy

Child Abuse

Unfair decision

Other

.....

What they want to happen to fix issue

Information provided to them

Resolution and/or action taken

Follow-up action