



Child Safe Policy

Written By: *Club Secretary*

Approved By: *Club President*

Date for Review: *01/02/2026*

Purpose

This policy was written to demonstrate the strong commitment of the management, staff and volunteers of the Frankston Raiders Rugby League 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 to child abuse. 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.

Application of this Policy

This policy was developed by the Club and in collaboration with the Executive and General committee.

This policy applies to all individuals involved in our organisation including, but not limited to:

- Administrators
- Coaches
- Officials
- Participants
- Parents
- Spectators.

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

- 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.

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.

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.

The Frankston Raiders maintain open lines of communication with both children and their parents. Our Coaches and staff members are readily available to address any concerns or questions regarding safety.

We take great care to maintain safe and secure facilities for our athletes to train and compete in. This includes ensuring proper equipment usage, and implementing safety protocols during practices and events.

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.

Recruiting staff and volunteers

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

To ensure the safety of all participants, all club volunteers must possess or apply for a Working with Children Check and complete the online League safe course before any interaction with children on the field. This requirement applies to both training sessions and game time, underscoring our commitment to maintaining a secure environment for all involved.

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, all of whom receive training on the requirements of the Code.

**See Club Code of Conduct*

Reporting a child safety concern or complaint

The Club has appointed our *MPIO* as Child Safety Persons with the specific responsibility for responding to any complaints made by staff, volunteers, parents or children. That person can be contacted via our main email at the club: frankstonraiders@gmail.com.

At the Frankston Raiders RLC child safety is paramount. We ensure a safe environment and enforce a Code of Conduct. With collaboration and parental involvement, we aim to provide security for all.

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;
- Physical contact when coaching or managing children.

At our League Club, change rooms are utilised with Coaching and Management staff present to ensure supervision and safety. When interacting with children, physical contact is limited to that which occurs within the game itself, such as during a game of Touch Rugby, Tackling practice, or for demonstration purposes only. At most times, our coaches will demonstrate on another adult, a tackle bag, or a tackle pad, ensuring that interactions remain safe and appropriate for all participants. This approach maintains a clear boundary while ensuring appropriate supervision and safety during activities.

Reviewing this policy

This policy will be reviewed every two years and we undertake to seek views, comments and suggestions from children, parents, carers, staff and volunteers involved in the Club.

This resource is supported by the Victorian Government.

*This document was developed utilising and adapting content from:
The Commission for Children and Young People (2016), Child Safe Policy*