



Boronia Hawks Football Netball Club

Child Safety & Wellbeing Policy (2025–2026)

1. Purpose

The Boronia Hawks Football Netball Club (BHFNC) is committed to promoting and protecting the safety, wellbeing and rights of all children and young people involved in our Club. This policy demonstrates our zero tolerance for child abuse and harm and outlines the strategies, responsibilities and practices the Club uses to create and maintain a child safe culture in accordance with Victorian Child Safe Standards and AFL requirements.

2. Policy Statement – Commitment to Child Safety

All children and young people involved in Boronia Hawks Football Netball Club activities have the right to feel safe, be safe, and be heard.

The welfare of children and young people is our highest priority. BHFNC has zero tolerance for child abuse and is committed to preventing, identifying, and responding to risks of harm. Child safety and wellbeing are embedded in the Club's leadership, governance, and culture, and are the shared responsibility of all committee members, coaches, officials, volunteers, parents/carers, and spectators.

3. Scope

This policy applies to all people involved with the Club, including but not limited to:

- Committee members
- Coaches and assistant coaches
- Team managers and officials
- Volunteers
- Players
- Parents and carers
- Spectators
- Contractors and service providers

All persons covered by this policy must comply with the Club's Child Safe Code of Conduct.

4. Victorian Child Safe Standards

Boronia Hawks Football Netball Club complies with the 11 Victorian Child Safe Standards, which require organisations to ensure:

1. Culturally safe environments for Aboriginal children
2. Child safety embedded in leadership and governance
3. Empowerment and participation of children
4. Informed and involved families and communities
5. Equity and respect for diverse needs
6. Suitable and supported staff and volunteers
7. Child-focused complaints processes
8. Ongoing child safety education and training
9. Safe physical and online environments
10. Regular review and improvement of practices
11. Clear child safety policies and procedures

5. Children's Rights, Empowerment and Participation

The Club:

- Encourages children and young people to speak up if they feel unsafe
- Listens to and takes seriously all concerns raised
- Teaches children who they can talk to and how to seek help
- Ensures complaints are handled respectfully, privately, and promptly

Information about the Child Safety Officer is made available via the Club's website and communications.



6. Valuing Diversity and Inclusion

Boronia Hawks Football Netball Club values diversity and does not tolerate discrimination. We actively promote:

- Cultural safety, participation and empowerment of Aboriginal children and families
- Inclusion of children from culturally and linguistically diverse backgrounds
- Safety, access and participation for children with a disability
- Equity and fairness in policies, programs and practices

7. Recruitment, Screening and WWCC

The Club is committed to safe recruitment practices.

- Working With Children Checks (WWCC) are mandatory for all volunteers and staff aged 18+
- WWCC details are recorded and maintained in accordance with league requirements
- Screening expectations are communicated during recruitment and induction
- Child safety obligations form part of volunteer induction

8. Supporting and Training Volunteers

The Club ensures that volunteers:

- Are provided with support and supervision
- Receive information and training related to child safety
- Understand their responsibilities under this policy and the Code of Conduct

All coaches, officials and committee members must read, understand, and comply with the Child Safe Code of Conduct.

9. Physical and Online Safety

To minimise risk to children, adults must avoid unsupervised one-on-one contact wherever possible.

Risk areas include:

- Change rooms and amenities
- Travel to and from training, games or events
- Physical contact when coaching or administering first aid
- Overnight activities or camps
- Online and electronic communication

Where communication with children is required, parents or team officials should be copied wherever possible.

10. Reporting Child Safety Concerns

Boronia Hawks Football Netball Club has appointed a Child Safety Officer.

Child Safety Officer:

Name: Kellie Newton

Email: boroniajnr@efnl.org.au

The Child Safety Officer is responsible for:

- Receiving and responding to child safety concerns
- Supporting children and families
- Ensuring appropriate reporting to Police or Child Protection
- Coordinating internal responses consistent with legal and league requirements
- Supporting volunteers or staff involved in a complaint
- Reviewing Club practices to reduce future risk

All concerns, disclosures or suspicions of abuse must be reported as soon as possible.



11. Complaints Process

The Club's complaints process is child-focused, confidential and accessible.

Complaints are managed:

- With sensitivity and respect for all parties
- In accordance with legal and reporting obligations
- Consistent with AFL, League and Victorian Government requirements

12. Risk Management

The Club proactively identifies and manages risks to children through:

- Policies and procedures
- Supervision and safe environments
- Clear behaviour expectations
- Regular review and improvement

13. Review and Continuous Improvement

This policy will be:

- Reviewed annually prior to each season, or
- Updated sooner if required by changes in legislation or best practice

Children, parents, volunteers and committee members are encouraged to provide feedback to support ongoing improvement.

14. Policy Approval

- **Approved by:** BHFNC Committee
- **Effective from:** 2025/26 Season
- **Next Review:** Prior to 2026/27 Season

15. References

- Victorian Child Safe Standards
- Commission for Children and Young People
- AFL Child Safeguarding & Wellbeing Policy
- AFL Victoria Child Safety Guidelines
- Eastern Football Netball League Child Safe Requirements