



Member Protection Policy

Guidelines for
responsible behavior
to ensure the
protection of club
members

Policy No: 003

Last Updated: February 2010

Policy Owner: Vice President



Member Protection Policy

<p>Introduction:</p>	<p>Subiaco Junior Football Club, Inc (“SJFC”) is committed to the development of junior football in line with its Code of Conduct (Club Policy 002).</p>
<p>Purpose of Our Policy:</p>	<p>The main objective of our Member Protection Policy (policy) is to maintain responsible behaviour and ethical and informed decision-making by participants in this club. This policy outlines SJFC’s commitment to a person’s right to be treated with respect and dignity, and to be safe and protected from abuse. 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</p>
<p>Who this Policy applies to:</p>	<p>Our policy applies to everyone involved in the club including committee members, administrators, coaches, officials (umpires/referees/judges), players, parents and spectators.</p>
<p>Extent of this Policy:</p>	<p>Our policy covers unfair decisions (e.g. team selection), breaches of our code of behaviour and inappropriate behaviour that occurs at practice, at meetings, in the club rooms, 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.</p>
<p>Club Responsibilities:</p>	<p>We will:</p> <ul style="list-style-type: none"> ▪ 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 12-18 months; and ▪ seek advice from, and if necessary or appropriate, refer serious issues to Claremont Football Club as the entity responsible for the management of our competition. <p>Serious issues include unlawful behaviour that involves or could lead to significant harm and includes criminal behaviour (e.g. physical assault, sexual assault, child abuse) and any other issues that our state or national body request to be referred to them (e.g. conflict of interest).</p>



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<p>Individual Responsibilities</p>	<p>Everyone associated with our club must:</p> <ul style="list-style-type: none"> ▪ 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.
<p>Protection of Children:</p>	<p>Our Club is committed to protecting children and has adopted a Protection of Children Policy (refer Club Policy 004 – Protection of Children).</p>
<p>Working with Children Declaration:</p>	<p>The Working with Children Check (WWC Check) is a compulsory and rigorous criminal record check for certain people who carry out ‘child-related work’ in Western Australia. A person is in ‘child-related work’ if the usual duties of their work involves, or is likely to involve contact with a child in connection with specified categories of work (see the website below for further details). It includes child-related work carried out by paid employees, volunteers, unpaid people and the self-employed. Parents volunteering in connection with their child’s activity are exempt (although this does not apply to overnight camps); however they should still be required to complete the non-WWC Check screening process. There are other exemptions for example volunteers under 18 years old- further details about exemptions can be found on the website below. Only those in child-related work under the Act may apply.</p> <p>There are set obligations and strong penalties for non-compliance including for Employers/Volunteer Co-ordinators.</p> <p>For more information: www.checkwwc.wa.gov.au or call 1800 883 979</p> <p>SJFC requires all Coaches, Managers and other officials dealing directly with or supervising children to complete the Declaration at Attachment 1.</p>
<p>Anti-harassment, Discrimination and Bullying</p>	<p>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</p>



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	<p>beliefs, race, and marital status.</p> <p>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 (refer Complaints Management Policy 005).</p>
Complaints:	<p>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) as set out in Club Policy 005 – Complaints Management Policy</p>
Inclusive Practises:	<p>Our club is welcoming and we will seek to include members from all areas of our community. The specific Inclusive Policies adopted by SJFC are set out in Club Policy 006 – Inclusive Practices.</p>

Coaches, Parents, Volunteers, Officials, Spectators and Players are expected to set appropriate examples and act as role models for junior club members. Anyone wishing to discuss any aspect of this policy is invited to contact any members of the committee.

PETER TAZEWELL
Vice President

20 February 2010



Attachment 1 Member Protection Declaration

Subiaco Junior Football Club has a duty of care to all those associated with the club. As a requirement of our Member Protection Policy, we must enquire into the background of those who undertake any work, coaching or regular unsupervised contact with people under the age of 18 years.

I (name) of

..... (address) born/...../.....

sincerely declare:

1. I do not have any criminal charge pending before the courts;
2. I do not have any criminal convictions or findings of guilt for sexual offences, offences related to children or acts of violence;
3. I have not had any disciplinary proceedings brought against me by an employer, sporting organisation or similar body involving child abuse, sexual misconduct or harassment, other forms of harassment or acts of violence;
4. I have read and understand all of the Club's policies;
5. To my knowledge there is no other matter that the club may consider to constitute a risk to its members, employees, volunteers, athletes or reputation by engaging me; and
5. I will notify the President of the club immediately upon becoming aware that any of the matters set out in clauses 1 to 5 above has changed.

Declared in the *State/Territory of*

on/...../.....(date) Signature

Parent/Guardian Consent (in respect of a person under the age of 18 years)

I have read and understood the declaration provided by my child. I confirm and warrant that the contents of the declaration provided by my child are true and correct in every particular.

Name:.....

Signature:.....

Date: