

# Ipswich Football Club

## Child Protection and Safeguarding



### Purpose

The purpose of this policy is to ensure the safety and well-being of all children and young people who participate in activities organised by Ipswich Football Club in Queensland, Australia. The club is committed to providing a safe and supportive environment for children, free from any form of abuse, harm, or neglect.

### Scope

This policy applies to all club members, including players, coaches, staff, volunteers, committee members, parents, guardians, and spectators. It covers all activities organized by the club, including training sessions, matches, events, and social activities.

### Principles

- The safety and well-being of children are the highest priorities.
- All children have the right to participate in a safe, inclusive, and supportive environment.
- The club has a zero-tolerance stance on any form of child abuse, bullying, harassment, or neglect.
- All members have a responsibility to act in the best interests of children and to report any concerns or incidents of abuse or neglect.
- The club will comply with all relevant laws, regulations, and guidelines, including those set out by the Queensland Government and Football Queensland.

### Definitions

**Child:** Any person under the age of 18 years.

**Abuse:** Any action that causes harm or potential harm to a child, including physical, emotional, sexual abuse, or neglect.

**Neglect:** The failure to provide a child with basic needs, including food, clothing, medical care, education, and supervision.

**Safeguarding:** Actions and measures taken to protect children from abuse, neglect, or harm.

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## Responsibilities

**Club Committee:** Ensure the implementation, compliance, and regular review of this policy. Provide training and resources to all members.

**Coaches and Staff:** Promote a safe and inclusive environment. Adhere to the policy and report any concerns or incidents.

**Volunteers and Parents:** Understand and comply with the policy. Report any concerns or incidents of abuse or neglect.

**Child Safety Officer (CSO):** A designated person responsible for overseeing child safety and safeguarding. The CSO should be the primary contact for reporting concerns and providing advice and support.

## Code of Conduct for Working with Children

All members working with children are expected to:

- Treat children with respect, dignity, and fairness.
- Encourage positive behavior and create a supportive environment.
- Avoid any physical contact or behavior that could be misinterpreted.
- Not engage in or condone bullying, harassment, or any form of abuse.
- Ensure all activities are conducted safely and in a manner that respects the rights and well-being of children.

## Reporting and Responding to Concerns

Any concerns or suspicions of abuse, neglect, or harm to a child must be reported immediately to the Child Safety Officer (CSO).

The CSO will assess the situation and take appropriate action, including contacting relevant authorities (such as the Queensland Police Service or the Department of Children, Youth Justice, and Multicultural Affairs).

Confidentiality will be maintained to protect the privacy of all parties involved, except where disclosure is required by law.

All reports will be documented, and appropriate records will be maintained securely.

## Screening and Recruitment

All staff, coaches, and volunteers who work directly with children must hold a valid Working with Children Check (Blue Card) as required by Queensland law.

The club will conduct thorough background checks and require all applicants to provide references and complete a declaration of their suitability to work with children.

## Training and Education

The club will provide regular training and education to all members on child protection and safeguarding, including recognising signs of abuse and how to respond appropriately.

The club will ensure that the Child Safety Officer receives specialised training on safeguarding and child protection.

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## Communication and Awareness

This policy will be communicated to all club members, parents, and guardians and made publicly available on the club's website.

Regular meetings, newsletters, and workshops will be used to promote awareness and understanding of the policy.

## Review and Monitoring

The club will review this policy annually or as required by changes in legislation or regulations.

Feedback will be sought from members, parents, and children to improve safeguarding practices.

## Breach of Policy

Any breach of this policy will be taken seriously and may result in disciplinary action, including suspension or termination of membership or employment.

Criminal matters will be reported to the appropriate authorities.

## Contact Information

Child Safety Officer (CSO): [Name, contact details]

Queensland Police Service: 131 444 (non-emergency) or 000 (emergency)

Department of Children, Youth Justice, and Multicultural Affairs: 1800 811 810

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