



## **Howrah Junior Soccer Club Child Safety & Protection Policy**

The Howrah Junior Soccer Club (HJSC) is committed to child safety and your role is essential in ensuring that children are safe and enjoy their time playing soccer with our club. This covers training sessions, game day, and any other event that you or the club organises that relates to your team.

These child safety guidelines are provided for you to ensure that you understand your role and responsibility to create a secure environment where children are safe and protected.

The Howrah Junior Soccer Club acts within the guidelines of the Football Australia Member Protection Framework (for more information visit [Member Protection Safeguarding Policy](#)) and the Tasmanian Government Child and Youth Safe Organisations Framework (for more information visit <https://www.justice.tas.gov.au/carcru/child-and-youth-safe-organisations-framework>).

### **Importance of Child Safety**

Child safety refers to the measures taken to protect young participants from abuse, neglect, and exploitation, and to promote their well-being and development. Our club and its volunteers and members are committed to:

- Ensuring the safety and well-being of participants; and
- Promoting a positive and supportive environment; and
- Building trust among participants, parents / guardians, and the community.

## Safety Principles

The HJSC works within the [Child & Youth Safe Standards](#) outlined by the Tasmanian Government. These are 10 principles that:

- promote the safety and wellbeing of children and young people
- prevent abuse and harm to children and young people
- create a benchmark that organisations that engage with children and young people need to meet
- ensure organisations that engage with children and young people embed strategies in their day-to-day practice to realise these things.

These standards apply to anyone participating or attending any games, training sessions, events, or similar with the HJSC. The 10 standards are:

### **Standard 1: Child safety and wellbeing is embedded in organisational leadership, governance and culture.**

This means all people in the organisation care about children and young people's safety and wellbeing above everything else, and make sure they act that way and lead others to act that way.

### **Standard 2: Children and young people are informed about their rights, participate in decisions affecting them and are taken seriously.**

This means children and young people are told about their human rights, have a say in decisions and are taken seriously.

### **Standard 3: Families and communities are informed and involved in promoting child safety and wellbeing.**

This means families and communities know about and are involved in the organisation's child and safety and wellbeing activities.

### **Standard 4: Equity is upheld and diverse needs respected in policy and practice.**

This means the rights of every child and young person are being met, and children and young people are treated with dignity, respect and fairness.

### **Standard 5: People working with children and young people are suitable and supported to reflect child safety and wellbeing values in practice.**

This means people working with children and young people are safe to work with children and young people and respectful of them. They are taught how to keep children safe and well.

**Standard 6: Processes to respond to complaints and concerns are child focused.**

This means children, young people, families, staff and volunteers are listened to and can share problems and concerns.

**Standard 7: Staff and volunteers are equipped with the knowledge, skills and awareness to keep children and young people safe through ongoing education and training.**

This means staff and volunteers keep learning all the time so they know how to keep children and young people safe and well.

**Standard 8: Physical and online environments promote safety and wellbeing while minimising the opportunity for children and young people to be harmed.**

This means children and young people are safe in online and physical spaces.

**Standard 9: Implementation of the Child and Youth Safe Standards is regularly reviewed and improved.**

This means the organisation keeps reviewing and improving its child safety and wellbeing practices.

**Standard 10: Policies and procedures document how the organisation is safe for children and young people.**

This means organisation writes down how it keeps children and young people safe and well, and makes sure that everyone can see these documents.

For more information, please refer to the below linked resources

**Tasmanian Government Child and Youth Safe Standards** - [Child and Youth Safe Organisations Standards](#)

**Code of Conduct** – [ERJSA website Parent Information Tab](#)

**Strong Families Safe Kids** – <https://strongfamiliesafekids.tas.gov.au/>

**Mandatory reporting of child abuse or harm** – [Hobart Community Legal Service Inc.](#)

## Behaviour & Conduct for Volunteers, Parents/Guardian and Spectators

Anyone attending games, training sessions or other events related to the HJSC are required to behave in a manner that is safe and respectful.

Volunteers	Parents/Guardian and Spectators
<p><b>Expected Behaviours</b></p> <ul style="list-style-type: none"> <li>• Be aware of the mandatory reporting requirements relating to child abuse or harm (<a href="#">Strong Families Safe Kids</a> and <a href="#">Hobart Community Legal Service</a> websites for further information).</li> <li>• Treat all children with respect and dignity.</li> <li>• Be a positive role model.</li> <li>• Avoid one-on-one situations with children in private settings.</li> <li>• Never use physical punishment or inappropriate language.</li> <li>• Ensure all players participate for fun and learning.</li> <li>• Never ridicule or yell at players for making mistakes or losing a game.</li> <li>• Be reasonable in your demands on a player's time, energy, and enthusiasm.</li> <li>• Always operate within the rules and spirit of the game and teach your players to do the same.</li> <li>• Display control and respect to all involved in the sport.</li> <li>• Allowing players to play and learn from their own mistakes.</li> <li>• Ensure fair play and provide equal game time to all players.</li> </ul> <p><b>Prohibited Behaviours</b></p> <ul style="list-style-type: none"> <li>• Physical or verbal abuse.</li> <li>• Inappropriate touching or gestures.</li> <li>• Engaging in any form of bullying or harassment.</li> </ul>	<p><b>Expected Behaviours</b></p> <ul style="list-style-type: none"> <li>• Be aware of the mandatory reporting requirements relating to child abuse or harm (<a href="#">Strong Families Safe Kids</a> and <a href="#">Hobart Community Legal Service</a> websites for further information).</li> <li>• Avoid coaching your child during training sessions and games.</li> <li>• Do not interfere with training sessions unless asked; stay clear of training areas.</li> <li>• Cheer on and always encourage players, even the opposition, and applaud good soccer all-around.</li> <li>• Remember that children play soccer for their enjoyment, not yours.</li> <li>• Encourage children to participate but do not force them.</li> <li>• Focus on the child's efforts and performance rather than winning or losing.</li> <li>• Never ridicule or yell at a child for making a mistake or losing a game.</li> <li>• Respect the Game Leader's decisions and teach children to do the same.</li> <li>• Promote fair play and a positive environment.</li> <li>• Respect the rights, dignity, and worth of every person regardless of their race, colour, religion, language, ability, politics, sexual orientation, or national or ethnic origin.</li> <li>• Do not engage in the use of violence in any form.</li> <li>• Do not engage in discrimination, harassment, or abuse in any form.</li> <li>• Do not enter the field of play unless invited to do so.</li> </ul>

<b>Volunteers</b>	<b>Parents/Guardian and Spectators</b>
	<b>Expected Behaviours</b> <ul style="list-style-type: none"><li>• Conduct yourself in a manner that enhances the reputation and goodwill of the Eastern Region Junior Soccer Association (ERJSA), Football Tasmania (FT), Football Australia (FA), and soccer generally.</li><li>• Support fair play and the enjoyment of the game for all participants.</li></ul>

## Volunteer Recruitment, Registration & Responsibilities

Volunteers are usually parents, guardians or someone who has care of a child playing in a team. All volunteers with the HJSC are required to fulfill and uphold the following mandatory requirements before performing any volunteer role with the club.

### ***Who is considered a volunteer?***

Anyone who is or intends to participate in activities directly (and potentially indirectly) connected to the HJSC. Roles and duties include:

- Coaches
- Assistant Coaches (including assisting on game day or with training sessions)
- Timekeepers
- Team Managers
- Other – Any other support offered to the team, which may also include transport to / from games or training sessions and other events.

### ***What do I need to do to be eligible to become a volunteer?***

Volunteers must complete the following activities and satisfy the requirements below before volunteering with children. Volunteers must maintain relevant registrations throughout the period they are performing their role or duty.

Registration to work with vulnerable people (RWVP) card	Volunteers must have a valid RWVP card. For more information and to apply, visit <a href="#">Service Tasmania</a>
RWVP portal	Volunteers must add HJSC as an organisation via the RWVP portal.  To update, add or remove an organisation, visit <a href="https://wwwforms.justice.tas.gov.au/MyLicence/">https://wwwforms.justice.tas.gov.au/MyLicence/</a> and select 'Update Volunteering Details'.
Football Australia	Register as a coach on the Football Australia website
'Your Obligations' online video	Volunteers must watch the 'Your Obligations' online video offered by the Department for Education, Children and Young People (DECYP) and powered by Go1.  Obtain a Certificate of Completion in 2025.  Certificates obtained in 2024 will not be accepted.  Access the learning at <a href="https://decyp-safeguarding.mygo1.com/signup/email">https://decyp-safeguarding.mygo1.com/signup/email</a> and follow the prompts to create a new account or access an existing account. Email a copy of the Certificate of Completion to <a href="mailto:info@hjsc.com.au">info@hjsc.com.au</a> where it will be retained on file.

The HJSC committee is responsible for ensuring all registered volunteers satisfy the above requirements and will conduct regular checks during the season.

### ***What am I responsible for if I'm a volunteer?***

Volunteers will carry out the duties they've chosen to participate in within the HJSC, they're also required to play a vital part in ensuring the safety of players, and children.

#### **1. Venue Safety**

Volunteers should ensure that venues for games, training sessions and other activities are safe for all in attendance.

- a. Ensuring physical safety of players and supporting volunteers.
- b. Conduct regular inspections of the venue to identify and mitigate potential hazards.
- c. Ensure all play areas and equipment are safe and properly maintained.

#### **2. Recognising Signs of Abuse and Neglect**

Volunteers should be familiar with the types of abuse and key indicators of abuse.

- a. Physical abuse: Intentional use of physical force that can result in injury. Can be represented by unexplained injuries, bruises, or burns.
- b. Emotional abuse: Actions that harm a child's self-esteem or emotional well-being. Can be represented by excessive withdrawal, fear, or anxiety.
- c. Sexual abuse: Any sexual activity with a child. Can be represented by inappropriate sexual behaviour or knowledge.
- d. Neglect: Failure to provide for a child's basic needs. Can be represented by poor hygiene, malnutrition, or unattended medical needs.

#### **3. Mandatory Reporting of Abuse**

If a child is in immediate danger, call emergency services (police '000' or Strong Families, Safe Kids Advice and Referral Line '1800 000 123').

Non-emergency concerns should be reported to the HJSC nominated Member Protection Information Officer (MPIO) for further guidance, Relle Sneddon via email [relled@gmail.com](mailto:relled@gmail.com). Reports should include detailed information identifying what occurred or what was observed, the child's name and details, along with any action you have taken.

All reports will be handled confidentially, and the HJSC will seek to provide appropriate support to those who report concerns.

The Member Protection Information Officer is a non-committee member who has completed mandatory training to act as an independent support person. More information about MPIO training can be found at <https://www.playbytherules.net.au/online-courses/mpio-online-course>.

## **Further Information or questions**

For any questions or further information, please contact the HJSC committee member, Kara Glover (Safety Champion), at [kara@hjsc.com.au](mailto:kara@hjsc.com.au) or via the website <https://hjsc.com.au/contact/>. Do not include personal or private information in the Facebook Messenger chat, but you may request contact and include your contact details including a brief description.