



WYONG RUGBY LEAGUE CLUB GROUP

Child Safe Child Friendly Policy

Policy No: A11010

1.0 PURPOSE

Wyong Rugby League Club Group (WRLCG) is committed to providing a safe and healthy environment for all employees, patrons, children, contractors and others that visit Group venues. WRLCG supports the active participation of children within the organisation.

2.0 SCOPE

WRLCG policies and procedures guide staff, volunteers, parents/guardians and contractors on how to behave with children within the organisation, focusing on how to promote children's participation in the organisation whilst minimizing the risk to the health, safety and wellbeing of all. Child safe specific policies and procedures have been developed and implemented for all children's programs.

3.0 REFERENCES

Child Protection (Working With Children) Act 2012

Child Protection (Working With Children) Regulation 2013

4.0 DEFINITIONS

Worker: employee, self-employed person, contractor, sub-contractor or volunteer

Children: persons under the age of 18 years

Working With Children Check: involves a national criminal history check and review of findings of workplace misconduct. This process accesses/re-assesses whether a person is suitable to work in child-related work in that state or territory.

Child related work: face-to-face contact with children in a child-related sector, or work in a stipulated child-related role.

5.0 POLICY

WRLCG supports the rights of children and will act without hesitation to ensure that a child safe environment is maintained at all times.

WRLCG promotes fairness, respect and consideration for all workers and children.

All WRLCG employees and volunteers will receive a copy of the Child Safe Child Friendly Policy, applicable Codes of Conduct and also information on the complaints process.

WRLCG will maintain a rigorous and consistent recruitment, screening and selection process at all times. The high standard expected by workers is sustained through regular appraisals, references, the WRLCG Member Protection Declaration and the Working With Children Check.



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All effected WRLCG workers must complete the Member Protection Declaration. There are no exemptions from completing this Declaration. Completed Declarations will be kept on file for a period of three years.

All WRLCG workers who are in child-related work must have a Working With Children Check number. This includes but is not limited to employees, volunteers, self-employed persons, contractors, and sub-contractors.

There are only two outcomes of a Working With Children Check – a clearance or a bar. If the outcome is a clearance, your Check will be valid for five years for any child-related work in NSW. Cleared applicants will be subject to ongoing monitoring and relevant new records may lead to a bar against working with children.

Persons with a Bar determination will be excluded from working with children until they obtain a clearance.

Prior to working with children, worker's WWCC number must be confirmed as Cleared.

Concerns or complaints relating to child safety will be taken seriously and investigated following the WRLCG Dealing with Complaints Procedure.

This Policy will be discussed during all induction sessions for all workers and sporting committees.

Each Junior Sporting group will be appointed a Member Protection Information Officer (MPIO) to assist in compliance with this Policy & applicable legislation.

This Policy and Dealing with Complaints Procedure will be reviewed annually in consultation with workers and monitored intermittently.

Failure to comply with this policy will result in disciplinary action being taken.



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CLUB GROUP

CONTROL SHEET

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REV NO.	REV DATE	REVISION DESCRIPTION	APPROVED
1	30.09.13	Initial Policy	C.Unger