



# BULLI FOOTBALL CLUB LTD

ACN 065 418 000

ABN 61 065 418 000

## Member Protection Policy

<b>Version</b>	1.0
<b>Adoption Date:</b>	29/11/2023
<b>Amendment Date:</b>	

This policy outlines the guidelines used for protecting the safety of our members of all ages. There are specific requirements protecting our younger members who are under the age of 18 years old.

The policy will also apply to the safety of children attending the Childcare Centre, children attending training and game days, children involved in our Highflyers Development program, children doing ball person duties, and younger members that may be attending the facility for other reasons like local School games using the ground.

It is important to for members to use the Clubs Work Health and Safety Policy and other relevant policies for the safety and wellbeing of all our members.

### Working With Children Checks:

Any member of staff who has direct access to children under the age of 18 years old is required to have a WWCC completed. This applies to Childcare Centre staff, all Coaching staff including team Managers, Physio and Strapping staffs, Committee members and Directors that interact with children in their volunteering roles.

Any regular tradesmen used by the Club that interact with children whilst on site should also have this qualification or have a member with WWCC certificate present if children are in attendance.

The WWCC documentation will be maintained on club records, this information will be kept confidential.

### Member Protection Information Officer (MPIO):

This role can be an individual, or several members will have this role within our club to support our general members, players in teams and younger members who are under 18year old. Whilst part of this role is focused on protecting younger members, it does support all members from discrimination, harassment, abuse, and other inappropriate behaviour.

This role requires a WWCC completed and is also required to complete additional training in Play by the Rules which is a course hosted by the Sport Integrity Australia e-learning hub and training provided by the NSW Office of Children's Guardian.

This role cannot be held by a Coach, it needs to be performed by a volunteer member(s) where there is no conflict of interest. Our Club currently has several members that perform the MPIO duties, this provides members options for support depending upon the situation.

MPIO role provides support for members that have concerns and wish to lodge a complaint. The role does not investigate complaints, but provides information about rights, responsibilities, and options under the policy.

### Complaint Procedure:

The club has a Members Complaint Policy that provides general guidelines for submission of complaints.

Not all complaints will direct to and require the involvement of a MPIO. Sometimes complaints might relate to team selections, injury management, player argument or coaching feedback style. Complaints may be made directly to committee members, Board members and coaches and where possible should be dealt with immediately.

However, the MPIO role should be communicated and made available to all members as support, if necessary, especially if a sensitive issue or serious accusation where escalation may be necessary.

There are effectively 6 options for resolving a complaint:

- Self-Management
- Obtaining information and Support
- Informal internal process
- Formal internal process
- Appeals process.
- External Options

The MPIO role is not to provide mediation, investigate or decide the outcome of complaints, the role is to provide information to the person making the complaint on options to help find the best outcome. The MPIO can also provide information to the Club committee and Board members to assist in finding appropriate resolution options.

The MPIO role will have a working knowledge and access to all Club policies and Club Constitution. They will have direct access to the Board of Directors.

If any incident involves potential threat to member safety, in particular child safety, the MPIO would report the incident to the Police or appropriate Authority.

### Emergency Support Services Contact Numbers:

Police 000

NSW Ambulance 000

Lifeline 13 11 14

Beyond Blue 1300 22 4636

Mental Health Line 1800 011 511

General Rules for Member and Child Protection with our Club:

The club does not allow individual coaching and training sessions for members under the age of 18years. All coaching and training sessions will be group sessions or a minimum of two players and a coach where the players are underage.

The facility will not be used by 3<sup>rd</sup> parties that are undertaking individual “one on one” training sessions for children.

The same rules apply to our Childcare Centre, two teaching staff must always be present whilst children are in the Centre.

Taking of photographs and video of children playing, and training is not permitted unless the permission of their parents or guardian has been granted.

There should be no need for physical contact by coaches or any adult member towards children when running training sessions. All verbal instructions must comply with the clubs Code of Conduct.

Electronic communication from Club members to underage members should be directed through the parents or guardian. This applies to coaches, managers, other Committee and Board positions, communication should always be directed to parents and legal guardians.