

Keeping everyone safe in the BFUA

June 2020



Safe guarding the children in our association

The BFUA in line with the AFL is committed to promoting and protecting the safety and wellbeing of children and young people in our care who access BFUA activities, programs, services or facilities.

We foster a 'child safe' culture



Safe guarding Children and Young People Manager Role

The role was created to strengthen the AFL's response to the Royal commission, support the ongoing safeguarding work, create a safeguarding process and to support all levels of the association.

Within the BFUA we have members who you can reach out to if you have any questions or need to discuss a matter you become aware of.

- Coaches
- Board Members
- Child Protection Officers



Why do we safeguard children and young people?

- Children have the right to relax, play and to join in a wide range of leisure activities
- Every child has the right to feel and be safe
- We have a duty of care to protect children and young people from harm
- All organisations concerned with children should work towards what is best for each child



What areas have the AFL identified as risk areas?

- Change rooms
- Technology any communications
- Photography
- Transport
- Grooming



These safeguards are in line with the Child Safe Standards we already have as part of our association.



Ballarat Football Umpires Association

Child Safe Standards (CSS)

What are the Child Safe Standards?

- Also known as Ministerial Order No. 870 – Child Safe Standards.
- They are a set of 7 standards developed by the government for maintaining ‘child-safe’ environments for organisations with direct and regular contact with children.



Ballarat Football Umpires Association

Child Safe Standards (CSS)

Why do we need to ensure we have them implemented in the BFUA?

- The Victorian Parliament held an Inquiry into the Handling of Child Abuse, which resulted into the Betrayal of Trust Report. The report found more could be done to strengthen existing approaches to child safety.
- Ballarat Football Umpires Association has to meet the legal requirements for the care, safety and well-being of its swimmers, along with a **zero-tolerance** to child abuse.



Ballarat Football Umpires Association

Child Safe Standards (CSS)



Incorporated

Ballarat Football Umpires Association is committed to **zero** tolerance of child abuse. All coaches and members of our club have a duty of care to protect the safety, health and wellbeing of umpires in their care.

- As an umpiring association with a diverse population, this includes members with a disability, Aboriginal and Torres Strait Islander children and children from culturally and linguistically diverse backgrounds.



**What are the
Child Safe
Standards
(CSS) I keep
hearing
about**

There are seven standards

CS Standard 1 - Strategies to embed a culture

CS Standard 2 - Child Protection

CS Standard 3 - Child Safety Code of Conduct

CS Standard 4 - Staff Selection

CS Standard 5 - Procedures for responding to and reporting allegations

CS Standard 6 - Child Safety Risk Management

CS Standard 7 - Empowerment of Children



Ballarat Football Umpires Association

Child Safe Standards (CSS)

What is Child abuse?

Child abuse is defined in section 3 of the Child Wellbeing and Safety Act 2005 (Vic) as including:

- ⇒ any act committed against a child involving a sexual offence or a grooming offence listed in the Crimes Act 1958 (Vic);
- ⇒ the infliction of physical violence, serious emotional or psychological harm;
- ⇒ and the serious neglect of a child.

A child is defined by the Act as a person who is under the age of 18 years.

This abuse can be adult to child or child to child



Ballarat Football Umpires Association

Child Safe Standards (CSS)

Sexual Offences

A sexual offence occurs when a person involves a child in sexual activity, or deliberately puts the child in the presence of sexual behaviours that are exploitative or inappropriate to the child's age and development. Children may be bribed or threatened physically and psychologically to make them participate in the activity.



Ballarat Football Umpires Association

Child Safe Standards (CSS)

Types of sexual abuse (but not limited to)

- Rape, attempted rape or sexual assault
- Inappropriate touch anywhere
- Non- consensual masturbation of either or both persons
- Non- consensual sexual penetration or attempted penetration of the vagina, anus or mouth
- Any sexual activity that the person lacks the capacity to consent to
- ***Inappropriate looking, sexual teasing or innuendo or sexual harassment***
- ***Sexual photography or forced use of pornography or witnessing of sexual acts***
- ***Indecent exposure***



Acceptable behaviour around umpires

Behave as a positive role model to all umpires.

Promote the safety, welfare and wellbeing of umpires.

Be vigilant and proactive with regard to umpires safety and child protection issues.

Ensure as far as practicable that adults are not alone with a junior umpires.

Provide age appropriate supervision for junior umpires.

Comply with guidelines published by Ballarat Football Umpires Association with respect to child protection.

- Treat all umpires with respect.
- Promote the safety, participation and empowerment of umpires with a disability.
- Promote the cultural safety, participation and empowerment of linguistically and culturally diverse umpires.
- Promote a positive culture around members sexual orientation or gender identification
- Use positive and affirming language toward junior umpires.
- Encourage junior umpires to 'have a say' and then listen to them with respect.
- Respect cultural, religious and political differences.
- Help provide an open, safe and supportive environment for all umpires to interact, and socialise.
- Intervene when junior umpires are engaging in inappropriate bullying behaviour towards others or acting in a humiliating or vilifying way.
- Report any breaches of this Child Safety Code of Conduct and ensure that your legal obligations to **report** allegations externally are met.
- Where an allegation of child abuse is made, ensure as quickly as possible that the umpire/s involved is safe.
- Respect the privacy of umpires and their families and only disclose information to people who have a need to know.
- Call the Police on 000 if you have immediate concerns for a umpires safety.



NOT Acceptable behaviour around umpires

Engage in any form of inappropriate behaviour towards umpires or expose umpires to such behaviour.

Use prejudice, oppressive behaviour or inappropriate language with umpires.

Express personal views on cultures, race or sexuality in the presence of umpires or

Discriminate against any umpire based on culture, race, ethnicity or disability.

- Engage in open discussions of an adult nature in the presence of junior umpires.
- Engage in any form of sexual conduct with a junior umpire including making sexually suggestive comments and sharing sexually suggestive material.
- Engage in inappropriate or unnecessary physical conduct or behaviours including doing things of a personal nature that a junior umpire can do for themselves, such as toileting or changing clothes.
- Engage in any form of physical violence towards an umpire including inappropriately rough physical play.
- Use physical means or corporal punishment to discipline or control an umpire.
- Engage in any form of behaviour that has the potential to cause an umpire serious emotional or psychological harm.
- Questioning another members sexuality or gender identity



Ballarat Football Umpires Association

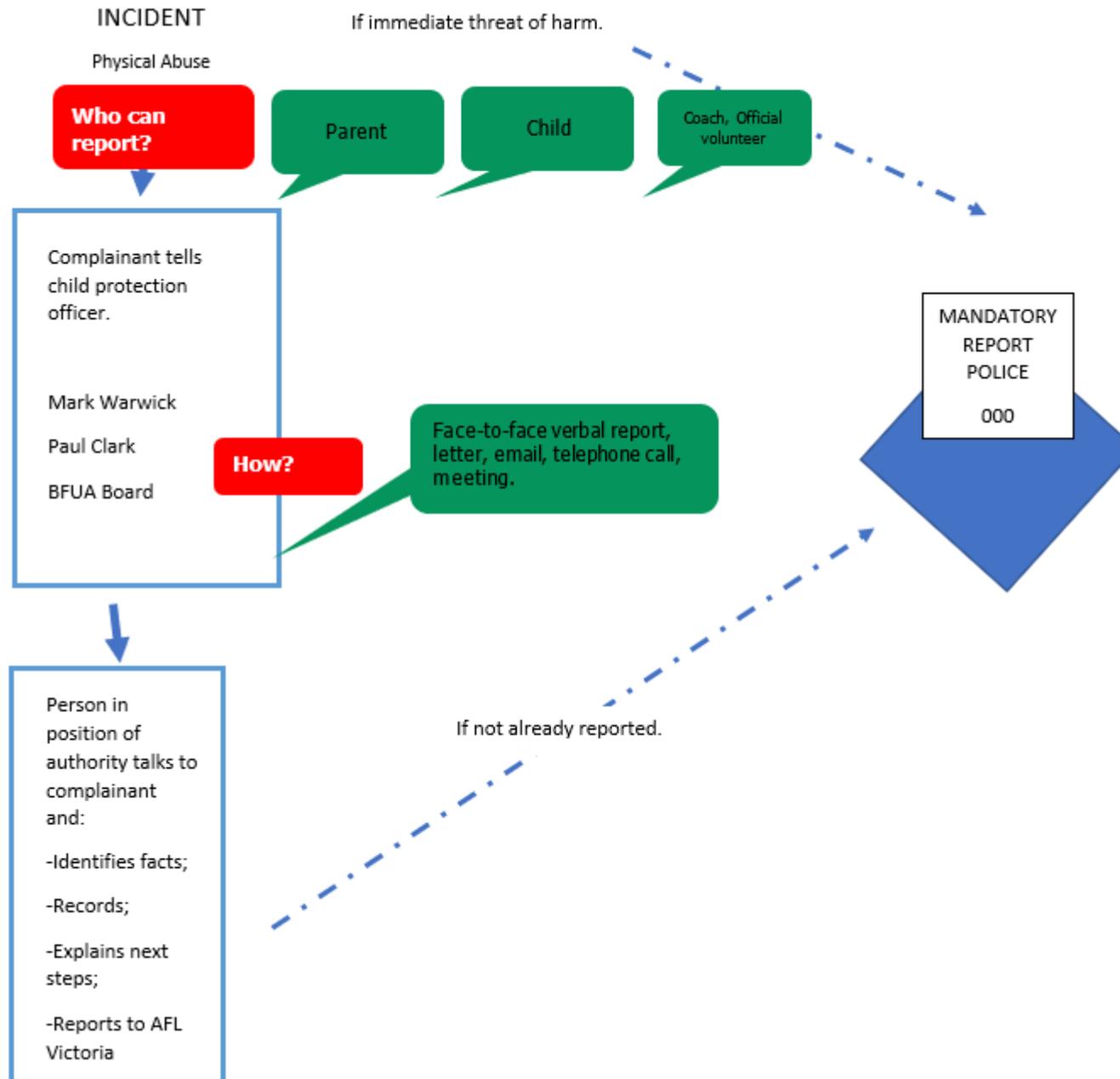
Child Safe Standards (CSS)

CALL IT OUT

- *Our children need to be aware, any inappropriate behaviors and language is not to be accepted.*
- *We need to support them and give them the confidence to call it out!*
- *Our Adults need to be called out for it – not accepted – it just isn't funny – laughing at it only shows the kids other adults are supporting it!*
- *child protection is a shared responsibility between all members of the BFUA*



BFUA Complaint procedure





Every umpire has the right to feel safe as part of the BFUA



How do we all stay safe

Change rooms

When in the change rooms ensure there are no junior members in attendance before getting changed

Ensure there are no junior members in attendance when showering after a game or training session

Where there are shared urinals, ensure there are not junior members in the area at the same time you are using the facility



**How do we all
stay safe**

Social Media, Technology and Communications

- Do not take photos of junior members on personal devices
- Do not post photos or information about junior members to your personal social media pages
- Do not post images of junior members onto the Association social media pages without their consent.



Social Media usage

Social Media

- It is the Board's intention that the BFUA be a safe and enjoyable organisation of which to be a member. It is our goal to create an environment where people of both genders and all ages can participate comfortably in the running and activities of the Association. Because of this desire it is important that all members treat each other respectfully and with courtesy, both in their personal interaction and 'online'.
- No member must post anything online that brings the BFUA into disrepute. If there is ANY doubt in your mind about the suitability of a comment, photo, video or observation DO NOT post it.
- The Board's expectations are that members will not post ANY online comments/texts/photos/memes on: other Umpires, the BFUA Board, individual players, clubs, tribunal decisions, match results, specific teams, possible Best and Fairest voting, any of the Leagues the BFUA services, none of their employees or administrators, BFUA or club sponsors, coaches or other club officials or any other stakeholder connected with the BFUA.
- Any failure to abide by these expectations may result in Umpires forfeiting certain rights as members of the Association. BFUA members are not authorised to speak with the media regarding any footballing matter that affects the BFUA. All media enquiries should be directed to the BFUA operations manager.
- BFUA Information throughout the year will be displayed on the BFUA Website www.bfua.org.au .



How do we all stay safe

Travel

- Nominated driver will be approved and published by BFUA
- Accepted and approved for child to travel – by parents
- Travel – to allow for sufficient time/ venue to depart, travel to nominated home ground, arrive at ground, preparation for the start of the designated match – change into game day official BFUA match gear
- Travel return – at the completion of the designated match, change into BFUA game day professional apparel for return journey – **this should be within half an hour of the game conclusion** as long as the paperwork has been completed by the home club official.
- Children are not to be left unattended (in the changerooms or car) whilst the adult designated driver to socializes. Children need to be returned to the designated collection point as soon as practically possible.



How do we all stay safe

Grooming

Can be defined as developing relationships, inappropriate activity and adult material, gift giving, erosion of interpersonal boundaries and targeted vulnerability

BFUA members are prohibited from engaging in any conduct that may reasonably be considered to be in the nature of grooming or in any way exploitative of the power imbalance that may exist in relationships with children and young people



Working with Children Checks (WWCC)

Working with Children Check (WWCC)

Until the Association has notification that you have a current 'clear' Working with Children check, you will NOT be able to officiate in any BFUA matches.

The BFUA's membership has a lot of junior members and as a result the Association has developed a Child Safety Statement and Policy to guide the Association. It will be placed on the BFUA website www.bfua.org.au under Child Safe Standards be downloaded from the BFUA website.



Working with Children Checks (WWCC)

Working with Children Check (WWCC)

All members of the Ballarat Football Umpires Association (who are over 18, or who turn 18 during the calendar year) **MUST** have a valid / up to date Working With Children Check.

There are two types of checks

- Working (there is a cost for these, but if you have this one for your employment already, you do not need another one)
- Volunteer (free)

(to be a member of the BFUA the minimum requirement is the **volunteer** check)



Working with Children Checks (WWCC)

<https://www.workingwithchildren.vic.gov.au/>

There are times when you do not need a WWCC

<https://www.workingwithchildren.vic.gov.au/about-the-check/when-you-dont-need-a-check>

Working with Children in Victoria?

You might need the Check.

The Working with Children Check is a screening process for assessing or re-assessing people who work with or care for children in Victoria.

We take a detailed look at the criminal history and relevant professional conduct findings of applicants to ensure we're assisting to protect children from sexual or physical harm.



Apply for a Check



Renew my card



Check the status of my



Update my details



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