



# LILYDALE JUNIOR FOOTBALL CLUB

## CHILD SAFETY AND WELLBEING POLICY

### Purpose

This policy was written to demonstrate the strong commitment of the Executive Committee, General Committee and volunteers of the Lilydale Junior Football Club to child safety and wellbeing, and to provide and maintain a child safe and child-friendly organisation where young people are safe and feel safe. This outline of the policies and practices that LJFC has developed is to keep everyone safe from harm, including abuse. LJFC supports the [AFL's National Child Protection Policy](#) (AUG 2022).

### Commitment to Child Safety

All children who are a part of LJFC have a right to feel and be safe. The welfare of the children in our Club's care will always be our first priority and the Club has a zero tolerance to child abuse. LJFC aims to create a child safe and child friendly environment where children feel safe and have fun and the Club's activities are always carried out in the best interests of the children.

LJFC is a child safe organisation which welcomes all children , young people and their families.

We are committed to providing environments where children are safe and feel safe, where their participation is valued, their views respected, and their voices are heard. Our child safe policies, strategies and practices are inclusive of the needs of all children and young people.

We have a zero tolerance for child abuse and take proactive steps to identify and manage any risk of harm to children in our Club.

We promote positive relationships between coaches and children and parents. These relationships are based on trust and respect.

We will take proactive steps to identify and manage any risk or harm to children at our Club. When child safety concerns are raised or identified, we treat these seriously and respond promptly and thoroughly.

Child safety is a shared responsibility. Every person involved at LJFC has an important role in promoting child safety and wellbeing and promptly raising any issues or concerns about a child's safety.



## Application of this Policy

This policy was developed by the Club and in collaboration with our volunteers.

This policy applies to all individuals involved in our organisation (paid and volunteer)

including, but not limited to:

- Participants/players
- Coaches
- Parents/guardians
- Spectators
- Administrators
- Volunteers
- Officials
- Contractors

All individuals to which this policy applies have a role and responsibility in relation to child protection. They must all:

- understand the indicators and risks of child abuse;
- appropriately act on any concerns raised by children; and
- understand and follow all applicable laws in relation to the protection of children and reporting or management of child safety concerns.

## Child Abuse

Child abuse can take many forms, including physical abuse, sexual abuse, emotional or psychological abuse (including through social media), and neglect. All individuals covered by this policy must understand that child abuse may occur whenever a child experiences actual or potential harm. The Club is committed to identifying and minimising these risks to ensure the safety and wellbeing of all children.

## Children's Right to Safety & Participation

LJFC encourages children to express their views about their safety. We listen to their suggestions, especially on matters that directly affect them. We actively encourage all children who use our services to 'have a say' about things that are important to them.

We listen to and act on any concerns children or their parents/guardians raise with us.

We have Child Safety & Wellbeing Officers who complaints can be made to, as well as Committee members who are aware of and committed to the importance of child safety.



## Valuing Diversity

We value diversity and do not tolerate any discriminatory practices.

To achieve this we:

- value and promote the cultural safety, participation and empowerment of Aboriginal children and their families including by welcoming Aboriginal players into the Club;
- value and promote the cultural safety, participation and empowerment of children from culturally and/or linguistically diverse backgrounds and their families;
- welcome children with a disability and their families and act to promote their participation including by holding an annual All Abilities clinic for children with special needs;
- welcome children and young people who identify as lesbian, gay, bisexual, trans and gender diverse, intersex and queer (LGBTQI+);
- seek appropriate volunteers from diverse cultural backgrounds; and
- implement anti vilification and discrimination education for all our junior teams.

## Recruiting Volunteers

The Club takes the following steps to ensure best practice standards in the recruitment and screening of its volunteers:

- Interview and conduct reference checks on all Coaches.
- Require Working with Children Checks for our Coaches, Assistant Coaches, Team Managers, Trainers and Runners.
- Require our Coaches and Assistant Coaches to obtain an AFL Victoria level 1 coaching course

## Supporting our Volunteers

The Club seeks to attract and retain the best volunteers. We provide support and supervision so people feel valued, respected and fairly treated. We also subscribe to Sports Chaplaincy Australia in the event that a chaplain is required to assist a volunteer, player or parent/guardian.

## Reporting a Child Safety Concern or Complaint

The Club has appointed two Child Safety and Wellbeing Officers with the specific responsibility for responding to any complaints made by children, parents/guardians or volunteers. They can be contacted via our Club Secretary at [lilydalejnr@efnl.org.au](mailto:lilydalejnr@efnl.org.au).

## Risk Management

We recognise the importance of a risk management approach to minimising the potential for child abuse or harm to occur and use this to inform our policy, procedures and activity planning. In addition to general occupational health and safety risks, we proactively manage risks of abuse to our children. For example we have adopted the [Australian Football League's National Social Media Engagement policy](#) (June 2013).

To reduce the risk of child abuse occurring, all individuals covered by this policy should avoid or minimise direct, unsupervised contact with children.

For example, this should be a consideration when:

- using change room facilities;
- using accommodation or overnight stays;
- travel; or
- physical contact when coaching or managing children.

## Summary

This policy was written to demonstrate the strong commitment of the Executive Committee, General Committee and volunteers of the Lilydale Junior Football Club to child safety and wellbeing, and to provide an outline of the policies and practices that LJFC has developed to safeguard any harm, including abuse. LJFC supports the [AFL's National Child Protection Policy](#) (AUG 2022).

Policy last reviewed	October 2025
Consulation	September 2025 Travis Switzer - Culture Vate
Approved by	LJFC Committee
Next Review Schedule date (2 years)	October 2027