



# Child Protection Policy

Effective Date – 7 September 2022

## Table of Contents

1.	Policy Overview .....	3
1.1	Introduction.....	3
1.2	Context .....	3
1.3	Purpose.....	3
1.4	Audience.....	3
1.5	Responsibilities.....	3
1.6	Authority .....	4
1.7	Review .....	4
2.	Policy Statement .....	4
2.1	General .....	4
2.2	Appointment of Macth Officials .....	5
2.3	Photographing and Filming Children .....	5
2.4	FA Member Protection Framework.....	5
3.	Useful Resources.....	6
3.1	Statutes, Policies and Other Official Documents .....	6
3.2	Websites .....	6
4.	Definitions and Interpretation .....	6

# 1. Policy Overview

## 1.1 Introduction

Football West is the sole governing body for football in Western Australia and represents all levels of competition, development and coaching in metropolitan and regional areas. The world game is a powerful and unifying force in the WA community, bringing together football fans and participants regardless of age, gender or ethnicity.

With over 230,000 participants, Football West, which is affiliated to FA and FIFA, has created an environment that brings the game to life on parks, pitches, and indoor centres around the state. Football West nurtures and encourages the next generation of players through pathways that have also been developed for coaches and Match Officials to pursue their dreams and aspirations.

## 1.2 Context

Football West is committed to the safety and wellbeing of all Children and young people participating in our sport and accessing our services. We support the rights of the Child and will act to ensure that a Child safe environment is maintained at all times. We also support the rights and wellbeing of our staff and volunteers and encourage their active participation in building and maintaining a secure environment for all participants.

## 1.3 Purpose

The purpose of this Policy is to ensure that parties involved in football take appropriate action to protect the safety and wellbeing of Children participating in football.

## 1.4 Audience

This Policy applies to Directors, Football West Employees, Associations, Clubs, Club Officials, Match Officials and participants.

## 1.5 Responsibilities

The following responsibilities are assigned:

Role	Function
CEO	<ul style="list-style-type: none"><li>• Approve and implement this Policy.</li></ul>
CFO	<ul style="list-style-type: none"><li>• Annually review this Policy and recommend changes to the CEO for consideration</li></ul>
Managers	<ul style="list-style-type: none"><li>• Adopt and promote this policy in the support of Associations and Clubs including specific programs with plans and budgets approved in accordance with delegated authorities.</li></ul>
Staff	<ul style="list-style-type: none"><li>• Adherence to this policy in performing their specific functions.</li></ul>
Associations and Clubs	<ul style="list-style-type: none"><li>• Comply with the Act.</li><li>• Proactively identify any risks of harm and act accordingly.</li><li>• Appoint an MPIO.</li></ul>
Associations, Clubs, Match Officials and participants	<ul style="list-style-type: none"><li>• Comply with the Act.</li></ul>

## 1.6 Authority

The Policy derives its authority from the CEO. The Policy is effective from the date of CEO approval.

## 1.7 Review

This Policy will be reviewed annually and updated if required.

# 2. Policy Statement

## 2.1 General

Football West aims to implement and maintain effective measures to protect the safety and wellbeing of Children participating in football by:

### a) Complying with the Act

- Football West will ensure that WWC Checks are conducted for employees, accredited Match Officials and volunteers where an assessment is required by law.
- Football West will keep adequate records that demonstrate compliance with the WWC Act.
- If a Football West employee is continuing their child-related work, they must renew their WWC Check before it expires. Card holders should renew at least one month before their current WWC Card expires and no earlier than three months. If a card holder fails to renew their WWC card after receiving notification from Football West, appropriate disciplinary action will be taken in accordance with the misconduct policy.

### b) Assistance to Associations and Clubs

Football West Employees will provide information to Associations, Clubs and Match Officials on how to comply with the Act and will develop guidelines that specify standards of conduct and care for Associations and Clubs when dealing and interacting with Children.

### c) Association and Club MPIOs

An MPIO is the first point of contact for persons with member protection or Child protection enquiries or complaints. MPIOs provide information to participants about the options available to them and can also provide information to Associations and Clubs about member protection and related issues and policies. MPIOs are impartial and do not mediate or investigate complaints.

All Clubs, Associations and Match Official branches are required to appoint an MPIO. All MPIOs must be registered with their Club in the relevant online registration platform for insurance purposes.

### d) Supporting, Training, Supervising and Enhancing Performance

Football West will ensure that its employees who work with Children or Children's records have ongoing supervision, support and training such that their performance is developed and enhanced to promote the establishment and maintenance of a Child-safe environment.

### e) Report and Respond Appropriately to Suspected Abuse and Neglect

Football West will ensure that its employees are able to identify and respond to Children at risk of harm and will make all employees aware of their responsibilities under the Act if they have a suspicion on reasonable grounds that a Child has been or is being Abused or neglected.

## 2.2 Appointment of Match Officials

All Match Officials must hold a valid WWC Card to be appointed to any fixture by Football West.

## 2.3 Photographing and Filming Children

In Australia, there are no laws specifically prohibiting photographing and filming people (including Children) in public places. It is a legitimate pursuit to film and take photos at sporting events.

There are, however, laws that govern the taking of photographs and filming that exist to safeguard the privacy and safety of people (including Children) from exploitation and inappropriate use of their images, without placing undue restrictions on legitimate activities. For example, it is unlawful for photograph(s) and film to be taken that is:

- a) indecent;
- b) defamatory;
- c) used to cyber bully;
- d) used for commercial purposes without the consent of the subject;
- e) being used for voyeurism;
- f) protected by a court order; and
- g) in a provocative or sexual manner

In the instance that a person is considered to be photographing, filming and/or sharing images inappropriately then it is advised to immediately alert one of the following;

- event security/organisers;
- Football West;
- social media entity(s) and/or;
- WA Police.

In circumstances in which a sports organisation has been given control over a public place (such as a public football field) with the agreement of the local government, the sports organisation is able to control access by photographers to the area. However, photography may still be possible from publicly accessible places that overlook the controlled area.

It is courteous for sport and recreation organisations to seek permission to take photographs/film of their participants (including children) that would be used for promotional purposes. This could be administered as a streamlined process at the time of member/participant affiliation.

Football West will issue guidelines to Clubs and Associations that relate to the taking of photographs and filming Children.

## 2.4 FA Member Protection Framework

Football Australia provides several resources that, combined, create the Member Protection Framework.

Safeguarding is a key topic of the Member Protection Framework and enables Football Australia and affiliated football entities to provide a safe and enjoyable environment for all Members participating in football.

The Football Australia Safeguarding Policy can be found below:

- [Football Australia Safeguarding Policy](#)

### 3. Useful Resources

#### 3.1 Statutes, Policies and Other Official Documents

- a) [Working with Children \(Screening\) Act 2004](#);
- b) [Football Australia Member Protection Framework](#)

#### 3.2 Websites

[Department of Communities – Child Protection](#)  
[Photographing and Filming Children DLGSC](#)  
<https://childsafes.humanrights.gov.au/national-principles>

### 4. Definitions and Interpretation

#### Definitions

The following capitalised terms, when not appearing in headings, have the following meanings when used in this Policy.

**Abuse** means the violation of an individual's human or civil rights through the action or actions of another person or persons. Types of Abuse include physical Abuse, psychological or emotional Abuse, sexual Abuse, constraints and restrictive practices, financial Abuse, legal and civil Abuse and systematic Abuse.

**Act** means the *Working with Children (Criminal Record Checking) Act 2004* (WA).

**Amateur League Match** means any Match involving a Club that competes in the Amateur League competition in any age group in Western Australia.

**Association** means a body corporate or incorporated Association recognised by Football West as representative of Clubs or Players within a geographic area.

**CEO** means the Chief Executive Officer of Football West.

**CFO** means the Chief Financial Officer of Football West.

**Child** means a person who is under 18 years of age.

**Club** means:

- a) a body corporate or incorporated Association recognised by Football West and that organises teams to participate in competitions sanctioned by Football West or FFA; or
- b) any legal entity deemed to be a Club by Football West.

**Employee** means all employees of Football West, permanent, fixed term, casual and volunteers.

**FA or Football Australia** means Football Australia ACN 106 478 068.

**FIFA** means Fédération Internationale de Football Association.

**Football West** means Football West Limited ACN 109 919 324.

**Match** means any football match played in Western Australia under the auspices of Football West, FFA or an Association or otherwise played under Football West's direction or control.

**Match Official** means a referee, assistant referee, referee assessor, match commissioner or fourth official appointed by Football West to a Match, or any other person who acts as a referee in any Match.

**Member Protection Policy** means the national policy that addresses discrimination, harassment and child protection in Football as issued by FFA from time to time.

**MPIO** means a person trained to be the first point of contact for a person reporting a complaint under, or a breach of, this Policy or the FFA Member Protection Policy. The MPIO provides impartial and confidential support to the person making the complaint.

**Policy** means this Football West Policy as amended from time to time.

**State MPIO** means an employee of Football West who is also an MPIO and has been designated the State MPIO by the CEO.

**Working With Children Check** means the compulsory screening strategy in Western Australia and the Christmas and Cocos (Keeling) Islands for people who engage in certain paid or unpaid work with Children, described as “child-related work” under the Act.

**WWC Card** means the card issued to a person who has successfully applied for a WWC Check.

**WWC Check** means Working With Children Check.

## Interpretation

Capitalised terms used in the Constitution bear the same meaning when those terms are used in this Policy. In addition, unless the context otherwise requires:

- headings are for convenience of reference only and do not affect interpretation;
- references to any gender include all genders;
- references to the singular apply to the plural and vice versa;
- references to a person include any other entity recognised by law and vice versa;
- where a word or phrase is defined, its other grammatical forms have a corresponding meaning;
- any reference to a paragraph number refers to a paragraph in the same sub-section unless otherwise stated;
- any reference to a party to this document includes its successors and permitted assigns;
- any reference to any agreement or document includes that agreement or document as amended at any time;
- the use of the word includes or including is not to be taken as limiting the meaning of the words preceding it;
- the expression at any time includes reference to past, present and future time and the performance of any action from time to time;
- reference to a statute includes all regulations and amendments to that statute and any statute passed in substitution for that statute or incorporating any of its provisions to the extent that they are incorporated; and
- all monetary amounts are inclusive of GST unless stated otherwise.