

# 'CHILD SAFE SPORT, FAIR PLAY CODE, AND INCLUSION & DIVERSITY'

Yarra City Council Club Development Program

Wednesday 22 February



## ACKNOWLEDGEMENT OF COUNTRY

*We acknowledge the Traditional Owners of the land on which we meet tonight, the Wurundjeri People of the Kulin Nation, and pay our respects to Elders past and present.*



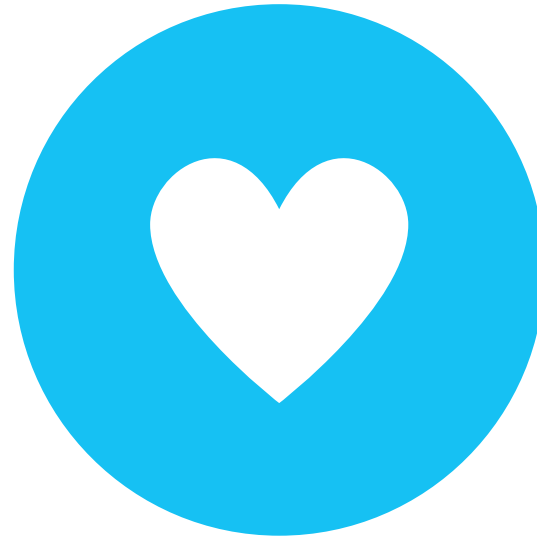
## SESSION PLAN

The aim of this session is to:

- provide clubs with knowledge across child safety, the Fair Play Code, and inclusion & diversity practices;
- the importance of having policies in place, along with how to find these policies and implementing them; and
- helping you understand where you are currently positioned as a club in these areas to guide next steps.



# look after yourself



## INTRODUCTIONS

Right here, right now – what are you grateful for?





## IMPORTANCE OF COMMUNITY SPORT

- By reaching one person, this can have a positive impact on up to 10 people within the wider community.
- For every \$1 spent on a club, there is at least \$4.40 return in social value.

study conducted by the Centre for Sport and Social Impact at Latrobe University

**Community sporting clubs can be social hubs where everyone feels safe, welcome and included.**

**Do you think this is currently the case with all clubs? Why/why not?**



## CITY OF YARRA SPORTSGROUNDS AND FACILITIES ALLOCATION POLICY

The City of Yarra Sportsgrounds and Facilities Allocation Policy outlines the eligibility criteria and selection process for the allocation of sportsgrounds and facilities.

It is openly stated in the policy that the Yarra City Council “*will allocate the use of its sportsgrounds and facilities to Hirers that align with Yarra values and that are actively contributing to health, wellbeing and inclusion for the whole community.*”

**Accountability:** *We own what we do and expect others to as well.*

**Respect:** *We include all. Diversity is our strength.*

**Courage:** *We are intentional in our actions. We seek the brave path.*

**Essential Criteria include:**

- Acknowledge and sign the Child Safe Clause
- Acknowledge and sign the Victorian Fair Play Code
- Deliver ongoing programs or initiatives that cater for underrepresented groups



## CITY OF YARRA SPORTSGROUNDS AND FACILITIES ALLOCATION POLICY

### Weighted criteria include:

#### Community First

Evidence of Child Safe Policy, including training, incident reporting process and record of Working with Children Checks

Active participants comprise 50-75% Yarra residents

Active participants comprise 75-100% Yarra residents

#### Inclusion and Diversity

Planned initiatives and activations that target one or more underrepresented groups

History of delivering initiatives and activations that target underrepresented groups in previous seasons

Evidence of a safe, inclusive environment including welcoming off-field social activities

Provision of a documented inclusion and participation policy/plan, including equitable programming schedule

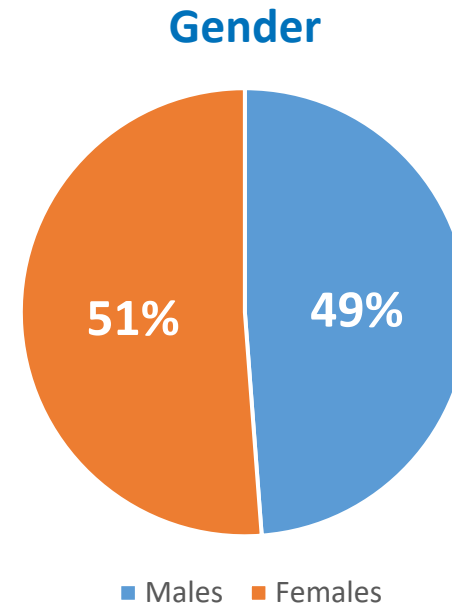
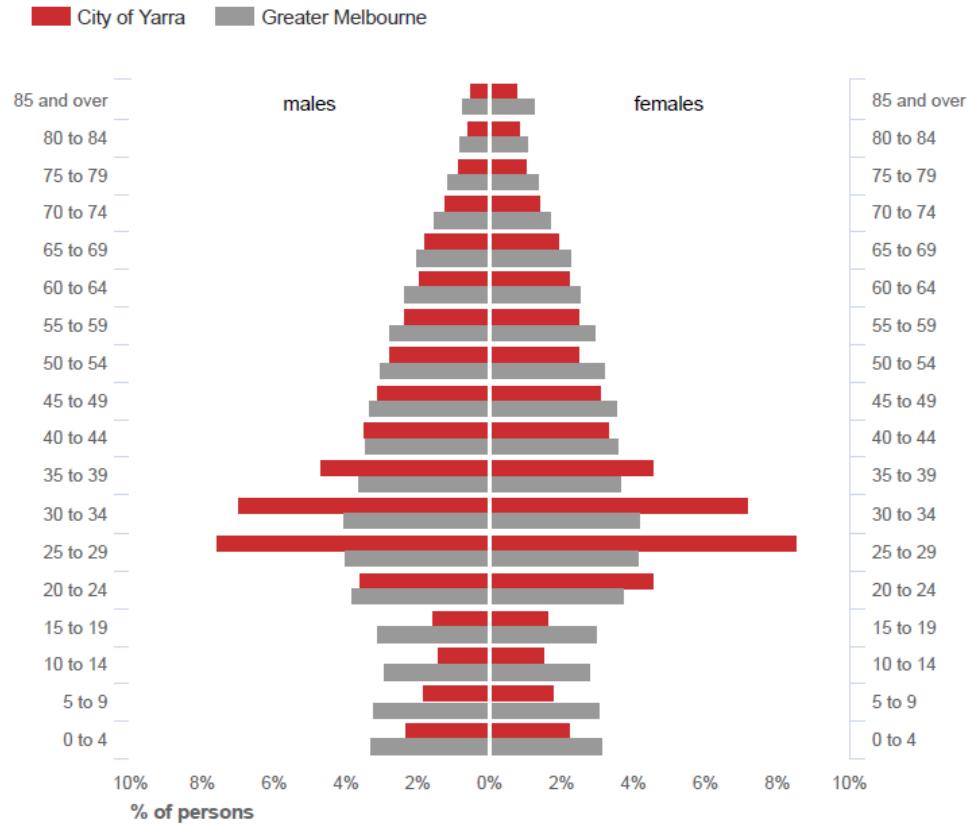
The Hirer can demonstrate diversity within the decision making positions of the organisation (e.g. committee, coaching)

The Hirer can demonstrate that it actively engages with its stakeholders to embed inclusion and diversity values and behaviours





## CITY OF YARRA – DATA SEGMENTS



Ancestry	Number	%
English	30,539	33.9
Australian	22,315	24.8
Irish	14,221	15.8
Scottish	10,772	12.0
Italian	5,912	6.6
Chinese	5,509	6.1
German	3,804	4.2
Greek	3,448	3.8
Vietnamese	3,063	3.4

**CHILD SAFE  
SPORT**

**FAIR PLAY  
CODE**

**INCLUSION  
& DIVERSITY**

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## WHAT IS SAFEGUARDING?

**Safeguarding** means making sure children and young people feel:

- **Welcome.**
- **Safe.**
- **Comfortable.**
- **Included.**



## WHAT IS SAFEGUARDING?

**Safeguarding** means making sure children and young people are safe from:

- **Accidents and injuries** during training and play.
- **Bullying and harassment** from other young people or adults in sport.
- **Physical, sexual or emotional abuse and neglect.**





## ABUSE – WHEN, WHERE & HOW

**Abuse** in sport is any form of abuse that occurs:

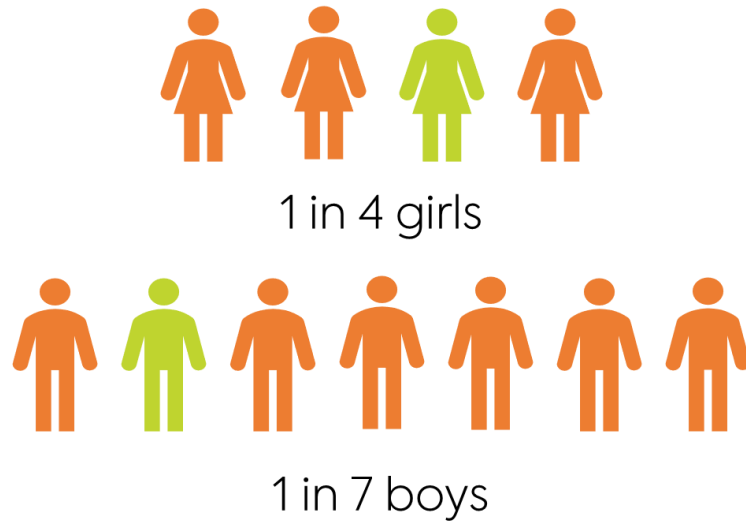
- **During sport** – training, competitions and club events.
- **Travelling to sport** – camps, interstate tournaments, in the car or bus.
- **Between two or more people involved in sport** – participants, coaches, volunteers and parents.
- From the **sidelines/stands**.
- Additionally, a child or young person may **experience abuse elsewhere**, but disclose it to someone not connected to the club.



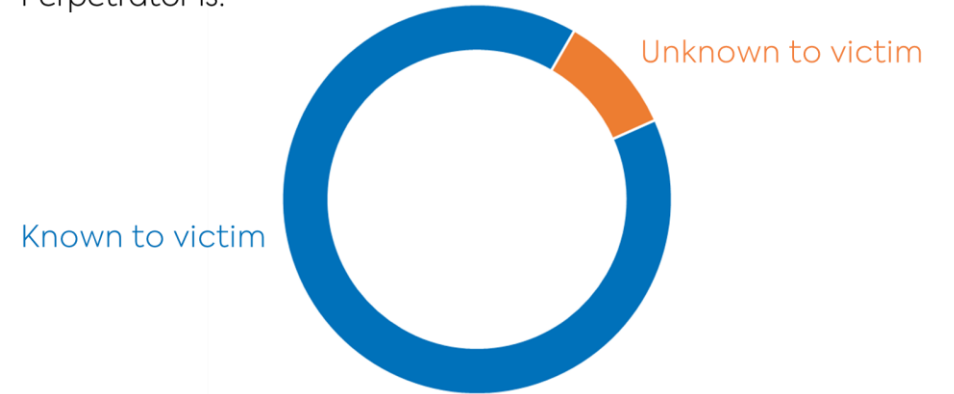
## TYPES OF ABUSE

- **PHYSICAL ABUSE** - Any intentional use of physical force that results in, or is likely to result in, harm to a child or young person. This includes hitting, beating, kicking, shaking, biting, strangling, burning, poisoning and suffocating.
- **SEXUAL ABUSE** - Any illegal or unwanted sexual behaviour, including any behaviour that makes a person feel uncomfortable, threatened or scared. This includes: rape, indecent assault, exposure to pornography, sending sexual messages or images, saying sexual things.
- **EMOTIONAL ABUSE** - Any intentional use of words or actions that causes harm to a child or young person's emotional, psychological, social or developmental wellbeing. This includes words or behaviours that make a child or young person feel rejected, alone, scared, ignored. It also includes exposure to family violence.
- **GROOMING** - Any actions designed to prepare a child or young person for sexual abuse at a later time. This includes communicating with, or attempting to establish a relationship or other emotional connection with, a child or young person (or their parents or carers).
- **NEGLECT** - When an adult fails to provide a child or young person with basic needs such as food, water, shelter, appropriate clothing, supervision, access to education, health services.

## STATISTICS ON CHILD ABUSE



Perpetrator is:



# CHILD SAFE STANDARDS



## PREVENTING ABUSE – KNOW THE LAWS

In most states and territories:

- All adults must have a **Working with Children Check** or **equivalent**.
- All adults must **report all concerns of abuse** of a child or young person.
- **Grooming online** is an offence.
- **Grooming in person** is or will likely become an offence.
- Organisations can be held **legally responsible** for abuse that occurs.





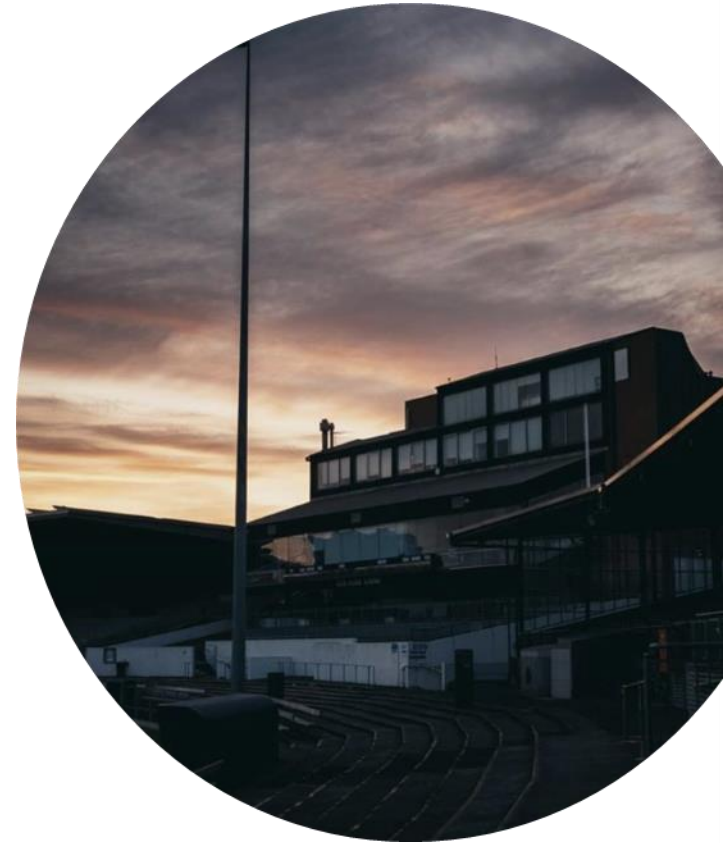
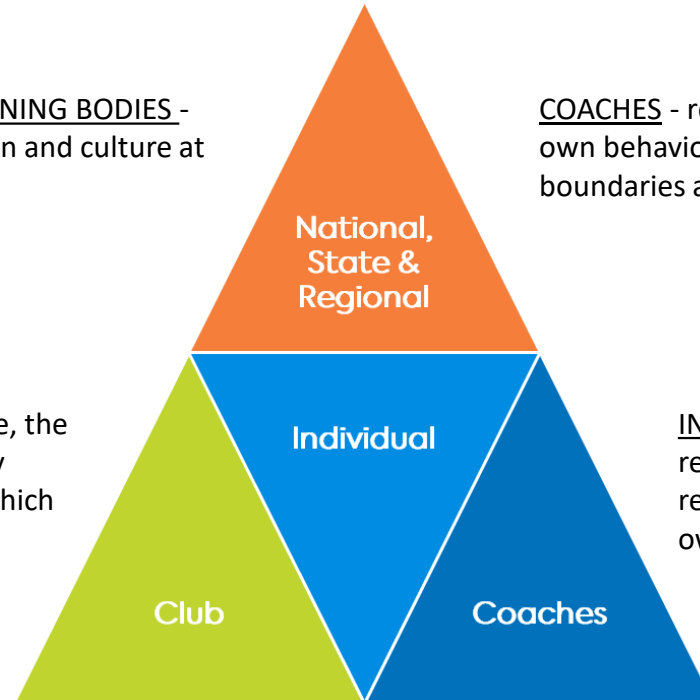
## PREVENTING ABUSE – WE ALL HAVE A ROLE

ASSOCIATIONS & GOVERNING BODIES - policy, practice, education and culture at all levels, at all times.

COACHES - responsible not only for their own behaviours, but also for the boundaries and expectations they set.

CLUBS - culture they create, the environment in which they operate and they way in which they respond to.

INDIVIDUAL - adults in sport, regardless of their role, are responsible for the impact of their own behaviours.



## PREVENTING ABUSE – ACTIONS

<b>Awareness</b>	<i>Posters, social media and conversations.</i>
<b>Leadership</b>	<i>Education and complaint mechanisms.</i>
<b>Rules</b>	<i>Policies &amp; procedures and accessible resources.</i>
<b>People</b>	<i>Recruitment for roles and Working with Children's Checks.</i>
<b>Education</b>	<i>Committee, key volunteers and the club community.</i>
<b>Environments</b>	<i>Facilities, travelling and online platforms.</i>



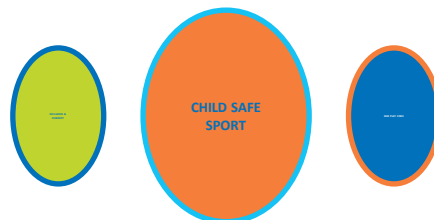
## ACTIVITY – WHERE ARE WE POSITIONED?

In regard to **child safety**, where do we think we are positioned as a club, association, or sport in general?

Use the **Key Categories Assessment** included to complete the following for *child safety*:

- Where are current actual or potential problems, or areas for improvement?
- If we were to address these, or take advantage of current strengths, what are potential possibilities for us as a club?
- Are there any barriers in place that might stop us making improvements?

CHILD SAFETY	FAIR PLAY CODE	INCLUSION & DIVERSITY
PROBLEM	PROBLEM	PROBLEM
POSSIBILITIES	POSSIBILITIES	POSSIBILITIES
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INCLUSION  
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## QUICK NOTE: MANAGING CHANGE

**Keep in mind... change is hard!**

1. Fear of the unknown or the unfamiliar.
2. Ineffective Leadership.
3. Poor Communication.
4. Undue Complexity.



## QUICK NOTE: THE 9 'CHANGE KILLERS' IN CLUBS

*"It's different here"*

*"You don't understand the culture of this sport"*

*"We don't have the money to change"*

*"We're on top so we don't need to change"*

*"That's not the way we do it here"*

*"You've never played the game"*

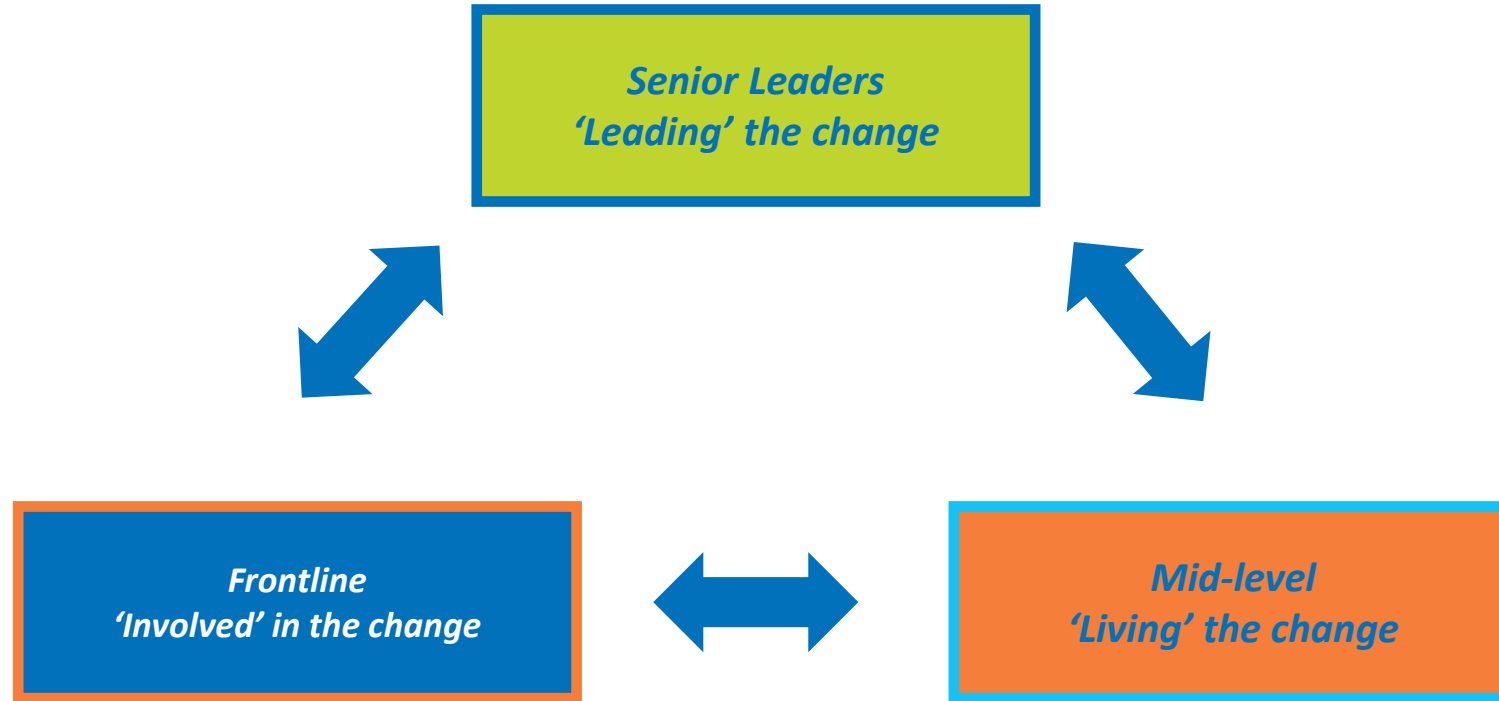
*"We need to introduce change slowly"*

*"I can't get people to buy into the need to change"*

*"It's too difficult"*



# QUICK NOTE: ENGAGE, ENGAGE, ENGAGE!



## INCLUSIVE GOVERNANCE: QUESTIONS TO ASK OF YOUR CLUB

- Is our leadership/committee reflective of the diversity in our community?
- Is our purpose/strategy/values reflective of an inclusive club?
- When we make decisions, do we consult the right people?
- Do any of our policies or processes either directly OR indirectly discriminate?
- How do we evaluate how inclusive our club is?





## TIPS & TRICKS

- Start by defining your needs.
- Make evidence-based decisions – local data.
- Consult and engage with the right people.
- Utilise standing agenda items.
- Don't try to 'fix it all' in one day.
- Remember that resistance is part of the journey.
- Grants are available for governance/strategic planning.





## INCLUSION/EXCLUSION EXAMPLES

- Cultural inclusion/exclusion
- Disability inclusion/exclusion
- Gender-based inclusion/exclusion
- Inclusion/exclusion of LGBTQIA+ community
- Age-based inclusion/exclusion
- Religious vilification



## USE OF INCLUSION & DIVERSITY POLICY

Creating, or implementing, an inclusion and diversity policy at your club clearly outlines a commitment to embrace community, your expectations and consequences for not adhering to such policies. This is in addition to legislation.

This not only puts into practice **explicit** guiding/governance points for those who come into contact with your club, but **implicitly** demonstrates what you stand for, how you want to be seen, and your desire to be truly inclusive of all in your community.

***It is important though that any such policy becomes ingrained in your club's culture and behaviours and doesn't become meaningless words on a wall/piece of paper!***



## WHAT TO INCLUDE IN POLICY?

- Purpose of the policy (including a background on the club, why it has identified the need for the policy, and anticipated outcomes from the policy).
- Scope (who the policy applies to).
- Key Policy Terms (including explicit expected behaviours and club commitment, compliance and reporting obligations, and consequences for not adhering to policy).
- Review dates and contact details.

This doesn't need to be long – it just needs to be clear!



## INCLUSIVE MARKETING

### Why?

- Reach a broader and more diverse audiences.
- Attract people to your club who may not traditionally engage.
- Deliver a powerful message about your club's values and cultures.

### What simple things can you do?

- Be thoughtful with visuals.
- Be genuine and authentic.
- Use accessible language.
- Celebrate the diversity in your community through recognised celebration days.



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In regard to **inclusion & diversity**, where do we think we are positioned as a club, association, or sport in general?

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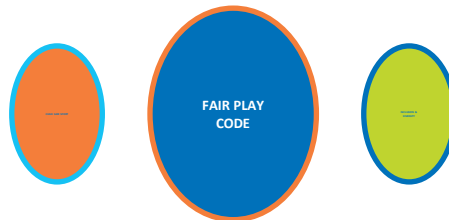


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## FAIR PLAY CODE



## FAIR PLAY CODE



### Integrity

- Honest, fair and respectful.
- Avoiding conflicts.
- Community trust.
- Not engaging in banned performance enhancing substances.
- Not participating in corruption.



### Respect

- Treating everyone with consideration.
- Refraining from discrimination, or abuse.
- Recognising and valuing the contribution of all to sport who give up their valuable time to make sport possible.



### Responsibility

- Accepting consequences of actions.
- Being a role model by displaying self-control, respect and care.
- Complying with the Child Safe Standards
- Understanding consequences of breaches.



### Fairness

- Playing by the rules of sport.
- Being consistent in dealings with others.
- Being a 'good sport' with encouragement.
- Ensuring a 'fair go' for people of all abilities to be involved in sport and active recreation.



### Safety

- Providing a safe and inclusive environment.
- Taking all reasonable steps to meet health and safety standards
- Supporting safety policies and practices.
- Showing caution and reporting safety issues.



## FAIR PLAY CODE

- Recommended that all Victorian clubs and associations incorporate the Code into their code of conduct, member protection and child safeguarding policies, constitution and other governance policies.
- For eligibility for Victorian Government Funding, organisations must demonstrate adherence to the Fair Play Code.

### Responsibilities

Audience			Participant		Organiser		
Community Member	Spectator	Parent	Official or Volunteer	Player or Participant	Local Council	SSA	Association, League & Clubs
Abide by Code, and be aware of actions for a breach.	Abide by Code, and be aware of actions for a breach.	Educate children about importance of behaviours.	Abide by Code, promote it, and report breaches to authorities.	Be informed about Code, and ensure you abide by it.	Provide access to, and encourage, Code. Tenants need to be compliant.	Code should be incorporated in policies. Ensure all involved are aware of Code.	Include Code in welcome pack, and incorporate in policies. Ensure access to Code.



## FAIR PLAY CODE

### Further Resources

- Use the Fair Play Code Self-Assessment Tool to help your organization implement better policies and practices. [Find Self-Assessment Tool here.](#)
- [Resources for clubs.](#)
- [Fair Play Code posters.](#)
- [Fair Play Code social media.](#)
- [Fair Play Code principles.](#)
- [Stakeholder pack.](#)
- [LGBTI+ inclusion in sport and active recreation resources.](#)
- [Fair Play Code Implementation and Action Plan Tool.](#)
- [Fair Play Code questions and answers.](#)



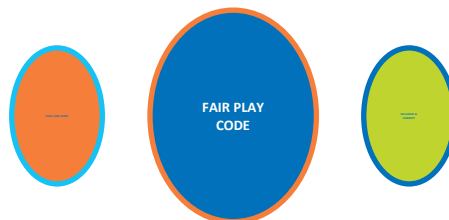


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## ACTIVITY – WHAT’S NEXT?

CHILD SAFETY	FAIR PLAY CODE	INCLUSION & DIVERSITY
PROBLEM	PROBLEM	PROBLEM
POSSIBILITIES	POSSIBILITIES	POSSIBILITIES
BARRIERS	BARRIERS	BARRIERS

*From this...*



*Let's build this...*



	TASK	RESPONSIBILITY	HOW CAN COUNCIL ASSIST?	EXPECTED TIME	COMPLETED
Quick Wins					<input type="checkbox"/>
Medium-Term Wins					<input type="checkbox"/>
Long-Term Wins					<input type="checkbox"/>



# QUESTIONS



## CLUB HELP

For volunteers in sporting clubs!

- Current information
- Templates
- Guides
- Useful links

[clubhelp.org.au](http://clubhelp.org.au)

Club Help: 

