

CLUB WEBINARS

CHILD SAFE COACH INDUCTION



**NORTHERN
NSW**
FOOTBALL

Northern NSW Football acknowledges the Awabakal people as the Traditional Custodians of the land on which we meet today.

We recognise the continuing connection of Aboriginal and Torres Strait Islander people to the sky, land and waters and pay our respects to Elders past, present and emerging.

Phillip Andrews

NNSWF Club Development Officer

Agenda

1. Working with Children Check – journey to here
2. Child safe coaching principles
3. Policies FFA Code of Conduct / FFA Member Protection Policy
4. Risk management
5. Coaching – looking after self / expectations of the club
6. TEAMAPP
7. Resources

Terminology

Throughout this presentation any reference to Children will be referring to “Children, young people and vulnerable people from the community.”



Children's Guardian welcomes NSW response to the 2012 Child Abuse Royal Commission.

23 June 2018

“The NSW Government has recognised that all children deserve opportunities to participate in their community, to have fun, learn and grow. We need to make sure that those environments are safe for them. We all have a responsibility to make sure that organisations and institutions are safe for children.”

NSW Office of Children's Guardian, Janet Schorer.



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2012 Royal Commission into the institutionalised abuse of Children.

Findings: Children are vulnerable.

Our commitment to Child Safety includes:

- Developing strong governance
- Understanding of potential risks involving children
- Zero tolerance of misconduct
- Best interests of children as a priority



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(NSW) Working With Children Check

- A Working With Children Check is a legal requirement for people who are engaged in child-related work.
- As employees, a WWCC is compulsory prior to engagement. It involves a national criminal history check and a review of findings of workplace misconduct.
- The result of a Working With Children Check is either a clearance to work with children for a period of five years, or a bar against working with children.
- Cleared applicants are subject to ongoing monitoring and relevant new records can lead to a clearance being revoked.

the working with children check 

Start Here

[Office of the Children's Guardian NSW](#)

(NSW) Working With Children Check

- Most football clubs are working really hard to improve their child safe procedures.
- There are exemptions in place in NSW allowing parents as coaches to perform their duty without submitting a WWCC to the club. Check with your club to ascertain whether they apply exemptions or expect WWCC from all adults in child related roles.
- Clubs are legislated to collect and verify WWCC's ensuring the first barrier is in place preventing barred people from participating in children's sport.

the working
with children check 

Start Here

(NSW) Working With Children Check

- The Working With Children Check alone is only effective in protecting children and young people from **identified, known, convicted offenders**.
- Hence the reason that we need to continue educating the football community and encouraging all stakeholders to develop Child Safe strategies that are effective in their community and at their venue.

the working
with children check 

Start Here

Child or Young Person at Risk of Harm

A child or young person is at risk of harm if current concerns exist for the safety, welfare or well-being of the child or young person because of the presence of any of the following circumstances:

- Physical Abuse
- Emotional Abuse
- Sexual Abuse
- Neglect



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Physical Abuse

Physical abuse is any physical act inflicted upon a child, which is not an accident, by a person having the care of a child.

Signs that a child may be experiencing physical abuse include:

- Unexplained bruises, cuts, burns or welts on their body
- Hypervigilance (always looking out for danger) and difficulty trusting people
- Aggressive behaviour or trying to dominate and control other people
- Showing overwhelming emotional responses to normal situations (known as 'emotional storms')
- Doing poorly at school
- Slower physical development
- Finding it hard to make friends
- Low self-esteem
- Mental health issues such as depression and anxiety
- Being scared of a caregiver or afraid to go home
- Wearing long sleeves or trousers in hot weather
- Last to leave - reluctance to "pack up", leave
- Obvious changes in behaviour - explosive tantrums, unwarranted aggression, a distracted performance



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Sexual Abuse

Sexual abuse is any act by a person having the care of a child where the child witnesses, or is involved in, sexual activity beyond his or her understanding or against accepted community standards.

Signs that a child may be experiencing sexual abuse include:

- Pain or bleeding around the child's anus or genitals
- Being scared to be alone with someone
- Being withdrawn, detached, sad or having mood swings
- Self-harming or suicidal behaviour
- Problems with eating, such as anorexia nervosa and bulimia nervosa
- Being violent and aggressive
- Sleep issues, wetting the bed or nightmares
- Engaging in sexual behaviour or talk which seems to be beyond their age having unexplained body pain
- Emotion - sudden outbursts. Often sad to draw attention to themselves
- Inappropriate sexualized behaviour or talk
- Fatigue - caused by restless sleep, not eating



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Emotional Abuse

The Australian Government defines emotional abuse as "Any act by a person having the care of a child that results in the child suffering any kind of significant emotional deprivation or trauma". This definition includes children who are exposed to family violence.

There are several signs that a child might be experiencing emotional abuse. They might:

- Be unhappy, scared or upset
- Behave aggressively
- Be antisocial or act like they are a lot older
- Skip school
- Find it hard to make friends
- Have unexplained pain
- Wet the bed
- Look like they are not eating enough or have signs of physical neglect
- Unhappy-arrive at event upset
- Emotion - sudden outbursts. Often sad to draw attention to themselves
- Withdrawn and anti-social towards potential friends
- Pattern of missing sessions (usually with excuses)



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Neglect

Neglect of a child is any serious act - or failure to act - by someone who has care of the child that fails to provide the conditions for their healthy physical and emotional development.

Signs that a young child or baby may be experiencing neglect include:

- Having a relationship with their caregiver which is not close
- Being particularly nervous
- Being inappropriately affectionate to adults and strangers
- Not prepared for event - missing gear / dirty unwashed gear
- Nervous, edgy, flighty
- Aggressive behaviour



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Recording Observations

At some point in your time coaching children you may be asked for a statement supporting an injury claim or to support or refute claims around behaviour, or an incident that has occurred.

You can protect yourself by doing the following;

- Take time to reflect following a session
- Keep a diary
- Record observations of incidents
- (Late / very early for training, absent from training, losing temper/ striking other players, withdrawn, fatigue / tired, bruises, grubby uniform or missing equipment, over affectionate, sexualised behaviour)
- Refer observations to parent(s) in the first instance
- Report risks and incidents to your club delegate
- If making a child protection report, refer the reasons to the club MPIO or employer in the first instance



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Who do we report to?

Family &
Community
Services



Police Assistance Line

13 1444

Child Protection Helpline

13 2111

IF IN DOUBT, CONTACT THE POLICE ASSISTANCE LINE
OR CHILD PROTECTION HELPLINE. THEY WILL OFFER
ADVICE IF A REPORT IS NOT WARRANTED.



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Policies

Two Football Australia policies are integral to the health of your football club and determine the way you conduct yourself as a coach and member of your football community.

- [FA Code of Conduct and Ethics](#)
- [FA National Member Protection Framework](#)

These policies guide behaviour in our sport, should be adopted and displayed by your club on your club's website and distributed to all registered participants at the beginning of each season.



Four Principles of Child Safe Coaching

We support being
CHILD SAFE

We do what is best for children

Children are respected and treated fairly

Services are from skilled and caring adults

Families and communities participate with us

Turning CHILD SAFE
Principles into practice

1. What is best for children?
2. All children are respected and treated fairly.
3. Services are delivered from skilled and caring adults.
4. Strong partnership with child's family.

What is Best for Children?

Coach

- Has completed legislated [WWCC requirements](#)
- Has completed on-line [e-learning Child Safe Sport](#)
- Has completed induction process
- Has completed the appropriate coach education to coach at this level / age group
- Considers potential risks that could impact session
- Applies processes regarding players missing from session, last player to be collected, toilet breaks
- Understands and applies NNSWF heat and lightning policy
- Develops a relationship with parents
- Supports the positive culture of the football club

[NNSWF Lightning Policy.pdf \(northernnswfootball.com.au\)](#)

[Hot Weather Policy - NNSWF Premier Competitions.pdf \(northernnswfootball.com.au\)](#)

[hot weather policy community july 2022 0.pdf \(northernnswfootball.com.au\)](#)



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All children are respected and treated fairly

Coach

- Respects players including their ability
- Expects/develops respect from players
- Presents opportunities that develop player confidence and skills
- Scaffolds the session to provide an opportunity for all players to develop the skills of the session



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Services are Delivered from Skilled and Caring Adults

Coach

- Has the appropriate coach education
- Has a plan for the session
- Delivers session appropriate to age /developmental stage of the group
- Provides positive feedback
- Invites parents to support program being delivered
- Implements coaching pathway / strategies as determined by club / club coach co-ordinator



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Strong Partnership with Child's Family

Coach

- Is open and transparent in delivering sessions
- Develops an understanding of the strengths and skills of each player
- Develops an understanding of goals and aspirations of players and **their parents**
- Provides appropriate feedback to athlete and **their parents**
- Will ensure **families** understand process for communicating information i.e. wet weather.



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Risk Management (Coaches)

Every organisation (football club) should consider the risks associated with their core business and be willing to make changes that minimise risk. Every participant should contribute to the identification of risks.

- Ensure you are registered on PlayFootball
- Equipment incl goalposts are used safely
- Is the surface safe for play?
- Is the lighting adequate for the session's activities?
- Are you training at the designated venue at the correct time?
- Are the toilets open, clean and safe?
- Is there other adults at the venue who you can call on should the need arise?



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Connection to Your Club

- Have an expectation that your club will support you
- Ask your club for details of upcoming coaching courses. NNSWF website – Coach Resources
- Ensure you are registered as a coach on PlayFootball (even if you fill another committee role)
- Insist on completing coaching courses
- Ask your club to deliver a coach induction session
- Ensure you know the key people in your club including Club Coach Co-Ordinator (CCC), Member Protection Information Officer (MPIO) and are familiar with expectations



Protect Yourself

- Buddy up with another MiniRoos team and train at the same time (Makes enough players from two teams to ensure every session includes an opportunity to play a game)
- Never be the only adult in a situation. Ask the manager or a parent to stay around for each training session.
- Stay out of youth team changerooms. Insist players use changerooms with respect
- Move players out of changerooms for team discussions
- Ask your club for a copy of the social media policy – Adopt from FA Member Protection Policy if club does not have in place
- Implement a “no phone in changeroom policy”
- Have a changeroom strategy for mixed teams – Offer players their playing shirts / strips to arrive in uniform



Communication

- Do not communicate individually with Minors (players under 18).
- Use a transparent communication tool like Team App – Team App has numerous online resources and is quite easy to set up
- Set it up yourself, for your team if your club is not providing you with a safe communication tool. Advise your club secretary or president you are doing it. Invite them to join the group
- Communication group can include parents/guardians and youth players as the communication will be going to the whole group
- Transparent communication equals safe



Where to now?

Information and resources

<https://www.northernnswfootball.com.au/resources/coach>

This is the link to:

- Coaching course information
- Annual coach conference details
- Newcastle Permanent Skill of the week video
- Coaching resources for each age / stage of development
- Newcastle Permanent Coach of the Month nomination portal
- Newcastle Permanent Coaching Masterclass registration



Where to now?

Play By The Rules

Inclusive Coaching (online course)

- The Inclusive Coaching online training course is free with completion encouraged for all coaches.
- The course is designed with numerous interactive components with a certificate awarded upon completion.
- Help ensure our sport is inclusive and free from discrimination.
- <https://www.playbytherules.net.au/online-courses/inclusive-coaching>



Where to now?

Play By The Rules

Child Protection (online course)

- The Office of Children's Guardian [e- learning Child Safe Sport](#) is free with completion encouraged for all players, volunteers, coaches, officials and administrators in sport.
- The course is designed with numerous interactive components with a certificate awarded upon completion.
- Help ensure our sport is child safe.





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