MEMBER PROTECTION POLICY (Part B)

CREATED MAY 2011

PART B: SCREENING/WORKING WITH CHILDREN CHECK REQUIREMENTS

Background

Child Protection is about keeping children safe from harm/abuse and protecting them from people who are unsuitable to work with children. Child abuse is illegal in all states and territories of Australia, with each having their own child protection laws that cover the reporting and investigation of cases of child abuse.

As part of The Company's commitment to protecting the safety and welfare of children and young people involved in The Company's activities, The Company requires the following measures to be met.

- Provide opportunities for juniors to contribute to and provide feedback on program development;
- Provide education and/or information on child abuse and child protection to those involved in our sport such as coaches, juniors and officials; and

Working with Children Check (WWCC) laws aim to prevent people who pose a risk from working with children as paid employees or volunteers. In New South Wales laws require individuals involved in areas such as sport and recreation to undertake a check to determine their suitability to work (in a paid or volunteer capacity) with children. This is done by checking certain criminal history and other matters and involve reviewing relevant findings from disciplinary proceedings. There are also requirements placed on organisations.

Please be aware that state and territory WWCC requirements may also apply to individuals who visit states with screening laws. For example, if a state association or club takes players U18 into New South Wales for training camps, competition or other activities, those travelling with the teams must comply with NSW law.

The state WWCC requirements apply regardless of our national, state or club Member Protection Policy.

1. The following attachments provide:

   - Working with Children Requirements in New South Wales
   - Details of Prohibited Employment Declaration Forms for Employees and Volunteers

Attachment B1: WORKING WITH CHILDREN - CHILD PROTECTION REQUIREMENTS

The following information was updated in April 2009. It is subject to change at any time.

NEW SOUTH WALES

All organisations within NSW that employ people in child-related employment (in a paid or unpaid capacity) must meet the requirements of the Working with Children Check (WWCC). Child related employment is work which primarily involves direct unsupervised contact with children. The WWCC involves three components:

1. **Ensuring** all paid and unpaid employees sign a **Prohibited Employment Declaration** which states they are not prohibited from working with children.
2. **Submitting** all applicants for **paid** employment to NSW Sport and Recreation for a WWCC background check. NSW Sport and Recreation only carries out checks for paid employees.
3. **Reporting** relevant employment proceedings for any paid and unpaid employees to the Commission for Children and Young People. A relevant employment proceeding involves any reportable conduct committed outside of work as well as in the workplace with or in the presence of a child/ren.

Sporting organisations are responsible for managing the WWCC process. Individuals cannot apply for a WWCC directly. Sporting organisations should register with NSW Sport and Recreation, providing a contact who will receive the information on the background checks.

A WWCC is valid for employment in that position within the organisation. Short-term employees (where that person is being employed for periods of less than six months and returning for short periods throughout a 12 month period) only need to be checked **once** every 12 months.

For more information, including the required forms:

- www.kids.nsw.gov.au or 02 9286 7219
- www.dsr.nsw.gov.au/children/resources.asp or 02 9006 3700

Attachment B2 : Prohibited Employment Declaration for Employees and Volunteers

Under the legislation the Company provides child-related employment and as such is registered to request Working with Children Checks.

Volunteers must sign a Declaration that they are not a “Prohibited Person” and complete the 100 point check. Applicants for paid employment must sign a Declaration that they are not a “Prohibited Person” and a Consent to Criminal Record Checks being undertaken.

The necessary documentation can be found at https://check.kids.nsw.gov.au