



Child& young persons’ safety

Child-friendly Policy

Te Awamutu AFC's “Child-safe Child-friendly Policy”

We want children and young people who participate in football to have a safe and happy experience. We support and respect our children, young people, staff and volunteers.

Title	The policy is called Te Awamutu AFC's Child-safe Child-friendly Policy
Introduction	Our policy guides staff, volunteers and students on how to behave with kids in our organisation. The policy focuses on how we can promote kids’ participation in our organisation and make it safer for them.
Support kids’ participation	Te Awamutu AFC supports the active participation of kids in our organisation. We listen to kids’ views, respect what they say and involve them when we make decisions, especially about matters that will directly affect them.
Support staff, volunteers and students	<ol style="list-style-type: none"> 1. We promote respect, fairness and consideration for all staff, volunteers and students. 2. All staff, volunteers and students have more senior officer assigned to support and supervise their work. 3. All new staff, volunteers and students will receive a copy of the Child-safe Child-friendly Policy, Code of Conduct and Dealing with Complaints process.
Recruitment	<ol style="list-style-type: none"> 1. Statement- e.g. our organisation will maintain a rigorous and consistent recruitment, screening and selection process. 2. Practice- (refer to HR Policy Practices templates)

Dealing with Complaints	<ol style="list-style-type: none"> 1. Outline the organisational procedures for kids and workers to raise concerns or complaints 2. Appoint a Child Safety Contact Person to manage all complaints
Communication	<ol style="list-style-type: none"> 1. We will hold regular information session for staff, volunteers and students. 2. Our policy will be discussed during induction sessions for all new staff, volunteers and students 3. Kids and parents joining our club will receive a copy of the Policy, Code of Conduct and Dealing with Complaints process. 4. Parents will receive a copy of the Parents Guide to Protection Issues.
Review	<p>The policy and guidelines will be reviewed every two years and incorporate comments and suggestions from children and young people, parents, staff, volunteers and students</p>

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Introduction Describe the policy intent	Our policy guides staff, volunteers and students on how to behave with kids in our organisation. The policy focuses on how we can promote kids' participation in our organisation and make it safer for them.
Support kids' participation Describe how you involve kids	Coaching philosophies centre on letting the game be the teacher and all children tacking part. Coaches will be offered the opportunity to participate in coaching courses. Sufficient resources will be provided by the club to provide every child with; a ball each for training purposes, uniform including shirt, shorts and a jacket to wear on game days.
Support staff, volunteers and students Describe how you supervise and support your workforce	Coaches and support staff will be encouraged to train together at the same or similar training times to maximise the facilities available and draw on support from each other. The Coaching Coordinator will oversee practice sessions and game days.
Recruitment Describe how you select the right workforce	Succession planning will include the call for interested volunteers from the junior player parent base. Contact and support will also be sought at local secondary school to gain involvement from Sports Science students.
Dealing with Complaints	All complaints will be referred to the Club Secretary who in turn will inform the Committee. It shall be at the discretion of the Committee to investigate and deal with all complaints.
Communication Letting everyone know about you Policy	Parents and children will be informed by the posting of information on the Club Website, Facebook page, and via email database.
Review Set a date to review and update this policy	The policy and guidelines will be reviewed every two years and incorporate comments and suggestions from children and young people, parents, staff, volunteers and students

Signed:

David Hall
Club President
13th August, 2017