

## MANUREWA AFC



### CHILD PROTECTION POLICY

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#### IN ACCORDANCE WITH NZF & SPORT NZ

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Manurewa AFC is committed to the safety and wellbeing of all children and will act to ensure that a safe environment is maintained for all children within its responsibility.

#### Encourage Involvement:

Manurewa AFC supports the active participation of children in our organisation. We listen to the views of children, respect what they say and involve them when we make decisions, especially about matters that will directly affect them.

#### Staff, Volunteers and Students:

- We promote respect, fairness and consideration for all staff, volunteers and students.
- All staff, volunteers and students have an officer assigned to support and supervise.
- All new staff, volunteers and students will receive a copy of the Child Protection Policy, Code of Conduct and Anti-Harassment Policy.

#### Recruitment:

Manurewa AFC will maintain a rigorous and consistent recruitment, screening and selection process for any paid staff or voluntary work outside of normal club business.

#### Complaints:

The Board will delegate an elected club official who will liaise and mediate where deemed necessary. In many instances the coach, manager or parent may be the first point of contact for a child and it is therefore club policy to educate these figures in the correct procedures.

#### Communication:

We will ensure key child protection principles are communicated to all staff, volunteers and students who are or may anticipate working with children in our environment. All players and parents will be made aware of the club Code of Conduct and Child Protection Policy.

#### Review:

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.

## NZ Football:

### APPLY A CHILD-CENTRED APPROACH WHERE ALL CHILDREN ARE TREATED EQUALLY AND WITH DIGNITY

1. Activities should be appropriate for the age and development of the children

2. Use positive and age-appropriate language when talking to or in the presence of children

3. Create a safe and open environment that also reduces risk to staff and volunteer

4. Exercise common sense

1. **X**  
Avoid private or unobserved situations, including being alone with a child in the changing rooms. Have another adult present or at least another player

4. **X**  
Do not invite or encourage children to your home

13. Do not bully or place unnecessary pressure on children



5. Do not send children off to train alone and out of sight or supervision

2. **X**  
When entering changing rooms, ensure that you knock and announce yourself and try to have at least one other adult with you

5. **X**  
Always have another adult present when staying overnight anywhere with children

12. Do not allow parents, coaches, other children, or spectators to engage in any type of bullying behaviour (this includes cyber/text bullying)

6. Ensure that children use appropriate protective gear

3. **X**  
Avoid driving a child unaccompanied. If this is not practical, have them sit in the back seat

6. **X**  
Travelling creates higher-risk environments. Take extra care to ensure players and volunteers are not exposed to undue risk

11. Do not engage in communication with a child, on a one-on-one basis, through social media, texting or email, other than for relevant coach/athlete feedback or administration

10. Do not drink alcohol in the presence of children and do not offer alcohol to children under any circumstances

9. Ensure that any filming or photography of children is appropriate

8. Do not engage in any intimate, over-familiar or sexual relationships with people under the age of 18 years



### physical

• Injury caused by:

- Environmental conditions
- Unsafe equipment and/or facilities
- Poor technique
- Violent or aggressive behaviour

### social, emotional, cultural

- Emotional harm occurs when a child's self-esteem is undermined
- Social harm damages the relationships that children have with other children and adults
- Cultural harm occurs when a child's beliefs or practices are not acknowledged or accepted

### sexual

- Sexual Abuse involves forcing or enticing a child or young person to take part in sexual activities (penetrative and non-penetrative, for example, rape, kissing, touching, masturbation) as well as non-contact acts such as involving children in the looking at or production of sexual images, sexual activities and sexual behaviours.

### neglect

- Neglect is the persistent failure to meet a child's basic physical and/or psychological needs, causing long term serious harm to the child's health or development. It may also include neglect of a child's basic or emotional needs. Neglect is a lack of action, emotion or basic needs.

### Sport NZ:

1

• Preventing those who have been identified as causing harm to children from having contact with children in your sport

2

• Removing and/or minimising any risks of, and opportunities for, harm to children

3

• Identifying and stopping inappropriate behaviour if it occurs

4

• Providing support to children and their families should a child be harmed