

## CHILD SAFETY AND WELLBEING CLUB COMMITMENT STATEMENT

We are committed to keeping children and young people safe, respected and supported in rugby. We have zero tolerance for child abuse, grooming, neglect, bullying, harassment, discrimination or any other harm.

We will:

- Put children first and promote rugby as child-safe and child-friendly
- Listen to children and make it safe and easy to speak up, with more than one reporting option
- Set clear behaviour expectations for everyone involved in rugby, supported by Rugby AU's safeguarding, member protection and code of conduct requirements
- Choose safe people through appropriate screening and ongoing training
- Create safe environments in-person and online, including at training, games, travel and events
- Be culturally safe and inclusive, so all families feel welcome, valued and respected, and understand racism is not tolerated
- Keep improving by reviewing what we do and acting on feedback

Raise a concern:

If you are worried about a child's safety in rugby, contact Rugby AU's reporting pathway:

<https://australia.rugby/about/codes-and-policies/reporting-a-concern>

## CHILD SAFETY AND WELLBEING SAFEGUARDING CLUB CHECKLIST

All children and young people who participate in rugby union competitions and programs have a right to be safe, feel safe and play safe.

The following checklist provides associations/clubs with key information when developing their policies and procedures to ensure child safe practices and a culture of child safety at association/club level.

### 1. ENDORSE

Endorse and minute the following documents at the next committee meeting;

- A Child Safety & Wellbeing Commitment Statement
- The association/club will adhere to Rugby AU's Child and Young Person Safeguarding Policy
- The appointment of Child Safety Officer or MPIO

### 2. COMPLY

Make sure your association/club meets State or Territory government compliance requirements for all relevant child-related roles.

- All volunteers, employees and people working with children in your association/club have a current Working With Children (WWC) Card (unless exempt)
- An up-to-date employee/volunteer register or linked to a portal is maintained for all cardholders
- No volunteer, employee or person is allowed to start or continue any activity if their card is not valid or they are not appropriately linked/recorded ('No Card, No Link, No Start')

### 3. PROMOTE

Are the safeguarding documents publicly available and accessible for members to view on your website, posters at your club and/or social media posts.

### 4. REPORT

All concerns MUST be lodged through the Report a Concern page on Rugby AU's website

### 5. REVIEW

Continually review and update your association/club's safeguarding approach by working through the 10 Child Safe Standards. Refer to your State & Territory governments bodies for relative templates, guidance and training to prioritise actions and track progress.

## CHILD SAFETY OFFICER / MEMBER PROTECTION INFORMATION OFFICER POSITION DESCRIPTION

POSITION	Child Safety Officer (CSO) / Member Protection Information Officer (MPIO)
REPORTS TO	Association/Club Committee
PURPOSE	<p>The CSO/MPIO role is a volunteer role appointed by the association/club committee. The role will serve as the first point of contact for people who have concerns about a child or young person within the association/club and provide advice and support to assist that person with making a report.</p> <p>The CSO/MPIO will lead the child safety message and ensure that the association/club has implemented practices and procedures in line with Rugby Australia and the State Child Safe Standards.</p>
DUTIES	<ul style="list-style-type: none"> <li>• Communicate and promote awareness and understanding of Safeguarding Policy and Procedures within the association/club</li> <li>• Help adults at the association/club understand their obligations to protect children and young people and promote their rights, creating a welcoming and safe environment for children and young people</li> <li>• Be the point of contact for all safeguarding of children and young people matters</li> <li>• Advise the committee on roles that require a working with children checks</li> <li>• Ensure the association/club undertakes correct screening of people in accordance with the current safeguarding laws and legislation and that appropriate records are maintained</li> <li>• Attend committee meetings and ensure that child safety is a standing agenda item for each meeting and all decisions are being made with the safeguarding of children and young people in mind</li> <li>• Work with the committee to assess risks to children and young people and develop strategies and action plans to minimise the risks</li> <li>• Ensure all complaints, allegations and/or suspicion of prohibited conduct are reported to the Rugby Australia's Report a Concern and/or the police</li> </ul>
ROLE REQUIREMENTS	<ul style="list-style-type: none"> <li>• Must have a valid working with children check (or equivalent).</li> <li>• Undertake training on safeguarding and/or child safety issues, as directed by the club, association, Member Union and Rugby Australia.</li> </ul>
TRAINING	<ul style="list-style-type: none"> <li>• Rugby Australia Player &amp; Staff Level 1 Integrity course (online)</li> </ul>