 <p>FOOTBALL SOUTH AUSTRALIA</p>		<p>FOOTBALL SOUTH AUSTRALIA</p> <p>Procedures and Policies</p>	
		<p>Subject: Working with Children Checks</p>	<p>Date Implemented: July 2019</p>
<p><i>This policy will be reviewed annually</i></p>		<p>Date Amended: January 2025</p>	

1. Rationale

- 1.1 Football South Australia is an organisation that is committed to fostering an environment where children feel respected, valued, and encouraged to reach their full potential. A child safe and child friendly environment minimizes the risk to children from physical, sexual, emotional, and psychological harm and from neglect.
- 1.2 Football Australia (FA) provides a comprehensive Membership Protection Policy, which Football South Australia and all affiliated associations are required to implement. The policy aims to ensure that every person involved in our sport is treated with respect, dignity and is safe and protected from harm and risk of harm.
- 1.3 New, stronger laws for people volunteering with children have been implemented into law following recommendations as part of Federal and South Australian royal commissions into child abuse and child protection systems to help keep children safe in our community, including Working with Children Checks (WWCC).
- 1.4 This policy outlines the process that clubs/associations and individuals need to implement to gain a WWCC.

2. Child Protection Policy

- 2.1 Football South Australia acknowledges and agrees that the welfare and safety of children is paramount.
- 2.2 Football South Australia, and its affiliated clubs and associations, shall:
 - a. Implement the Football South Australia Child Safe Environment Regulations;

- b. Appoint at least one child safe officer to the club and/or association;
- i. Provide information and education on child protection to those involved in the club and/or association, including officials, players and parents;
- c. Carefully screen and select all workers (paid and unpaid) in Football SA clubs and associations. This includes ensuring that all volunteers and/or paid employees;
 - i. have a Working with Children Check (WWCC) through the South Australian Department for Human Services Screening Unit and;
 - ii. conduct referee checks on each person.
- d. Protect the privacy of any person who is screened and the confidentiality of any information obtained through the screening process, and
- e. Anyone who suspects, on reasonable grounds, that a child or young person is at risk of being harmed, must contact the Child Abuse Report Line on 13 14 78 without delay to report their concerns.

2.3 All adults, employees, volunteers have a legal obligation to:

- a. Report child sexual abuse to the police; and
- b. To protect a child from sexual abuse;
- c. Failure to meet these obligations may be considered a criminal offence (Criminal Law Consolidation Act 1935 (s.64A & s.65)

For more information on Mandated Notifiers and their role visit <https://www.childprotection.sa.gov.au/reporting-child-abuse/mandated-notifiers-and-their-role>

3. Employment/Engagement of Persons (Paid or Unpaid)

3.1 Football South Australia stipulates that any person who works for Football SA in a paid or unpaid position must complete WWCC regardless of their involvement in child-related work.

Exemptions:

- live interstate, have a current child-related check from your home state, and are working at an organised event in South Australia lasting no more than 7 consecutive days;
- are under the age of 14.

*If the child-related work involves overnight stays or close personal contact with a child with a disability a WWCC is required, even if the work with children is for less than seven days in a year.

3.2 Football South Australia and its affiliated clubs and associations shall not employ or engage a person (whether paid or unpaid) without first fulfilling the below requirements;

- a. Interview the applicant to ensure suitability for the role and for working with children, and
- b. Check the applicant's referees (verbal or written).
- c. Obtain a WWCC.
- d. Volunteer is registered on the PlayFootball website and upload a copy of their WWCC

3.3 Football South Australia and its affiliated clubs and associations shall ensure that all workers employed and engaged (whether paid or unpaid) to coach, instruct or otherwise, undertake re-screening every 5 years.

4. Working with Children Checks

4.1 All clubs and affiliated associations will be required to register as an organisation with the [Department of Human Services](#).

4.2 Each club and affiliated associations will be required to identify people to undertake the roles as specified by the Department of Human Services as a registered organisation. A person may be nominated to fulfil multiple roles.

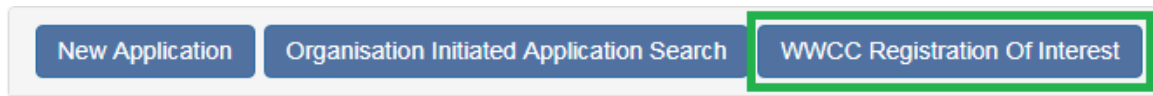
4.3 A WWCC screening is completed by the individual by going online at the [Department for Human Services](#). At the completion of the application the individual would receive a reference number, this number and the details outlined below is to be provided to the club and/or association that the individual is engaged with (paid or volunteer).

- First Name
- Middle Name
- Surname
- DOB
- Reference Number

On receipt of the above information, the organisation (being the club or association) will go [here](#), login and register an interest in the person.

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To verify a screening please log into your organisation portal on the Screening Unit website (<https://screening.sa.gov.au>) and click on the button “**WWCC Registration Of Interest**” (see below).



5. Access to PlayFootball and Football South Australia Volunteers and Paid Staff

- 5.1 All Football South Australia Volunteers and Paid Staff must provide a WWCC.
- 5.2 All people that require access to the PlayFootball Registration System from any Club and / or association must have and provide a WWCC.
- 5.3 An individual that requires access to the Registration System is required to complete a WWCC online at [Department for Human Services](#). Once the individual has completed the WWCC, the below information must be provided to Football South Australia for verification.
 - First Name
 - Middle Name
 - Surname
 - DOB
 - Reference Number
- 5.4 Football South Australia designated staff will verify the person has the WWCC prior to providing access to the registration system or engaging the person in the role.

6. Requirements by Law

- 6.1 All Football SA clubs and associations are required to ensure that all people have a WWCC as outlined within the Child Safety (Prohibited Persons) Act 2016, Child Safety (Prohibited Persons) Regulations 2019 and Working with Children Check Guidelines.
- 6.2 No club or association is to engage a person that does not have a WWCC or that is prohibited from working with children. This is a requirement by law and a maximum of \$120,000 penalty applies.
- 6.3 Any person that suspects, on reasonable grounds, that a child or young person is at risk of being harmed, must contact the Child Abuse Report Line on 13 14 78 without delay to report their concerns. South Australia requires individuals who work in sport by law to report any suspicions they may have that a child or young person is at risk of harm.

7. FURTHER INFORMATION

- 7.1 If your club or association requires any further assistance in regards to this document or the requirements outlined in this document, please contact Football South Australia.

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7.2 Further Information can also be gained by clicking on the links below;

Office for Recreation and Sport

[ORSR - Create a child safe environment](#)

Department of Human Services

<https://screening.sa.gov.au/types-of-check/new-working-with-children-checks>

Play by the Rules

<https://www.playbytherules.net.au/>

[Child Safety \(Prohibited Persons\) Act 2016](#)

[Child Safety \(Prohibited Persons\) Regulations 2019](#)

[Working With Children Check Guidelines](#)

Signatures:

Signed: _____



Football South Australia President

Signed: _____



Football South Australia CEO

*Next policy review date is:
March 2026*