



# **Avondale Heights Cricket Club (AHCC)**

## **Child Safety and Wellbeing Policy**

### **Purpose**

To educate all players, staff, families, and spectators on their responsibilities when engaging with children and young people, and to outline the Club's processes for responding to concerns or allegations of harm.

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### **Policy Statement**

AHCC:

- Is committed to providing a safe, inclusive, and respectful environment for all children and young people participating in cricket.
- Implements practices aligned with the Victorian Child Safe Standards.
- Has zero tolerance for child abuse and will respond swiftly to protect children.
- Encourages participation from children in decision-making and values family involvement.
- Recognises and actively supports the cultural safety of Aboriginal and Torres Strait Islander children and children from diverse backgrounds.
- Upholds the right of all children to feel safe, regardless of age, gender, background, ability, or orientation.

Child safety is the responsibility of everyone at AHCC — including players, coaches, volunteers, committee members, and families.

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### **Scope**

This policy applies to:

- Junior and senior players
- Parents and carers
- Coaches, umpires, and team managers
- Spectators and volunteers



- Contractors and Committee members
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### **Key Definitions**

- **Child or Young Person:** Anyone under 18 years of age
  - **Child Abuse:** Includes physical, emotional, verbal, or sexual abuse, neglect, grooming, and exploitation
  - **Grooming:** Building a relationship with a child or their family with the intent of later abuse
  - **Harm:** Any action that significantly affects a child's wellbeing
  - **Family Violence:** Violence or exposure to violence within a family environment
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### **Expected Behaviour at AHCC**

All individuals must:

- Understand types of abuse and act upon any concerns.
  - Treat all children with respect and dignity.
  - Follow this Policy and related procedures.
  - Cooperate fully with investigations by the Club or external authorities.
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### **Recruitment and Screening**

To reduce risk, all adults in child-related roles must:

- Hold a valid Working with Children Check (WWCC) and/or Police Check.
  - Undergo referee and background checks.
  - Read and acknowledge this Policy and the Club's Code of Conduct.
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### **Supporting Personnel**

AHCC recommends staff and volunteers complete:

- Play by the Rules eLearning modules
- eSafety Commissioner training
- Cricket Victoria safeguarding resources (if available)



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## **Risk Management**

A Risk Management Plan will be regularly reviewed and updated in consultation with children, families, and staff. The plan addresses risks in both physical and online environments.

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## **Complaints and Reporting**

- **In an emergency**, contact 000.
  - Concerns can be reported to Police, Child Protection, or the Commission for Children & Young People.
  - Reports within the club should be directed to the Child Safety Officer or Committee.
  - A confidential register of complaints will be maintained.
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## **Sexual Abuse Reporting Obligation**

Under the **Crimes Act 1958 (Vic)**, anyone who forms a reasonable belief that a child has been sexually abused must report it to Police.

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## **Breaches and Consequences**

Any breach of this Policy may result in:

- Suspension or termination of involvement with AHCC
  - Referral to external authorities
  - Disciplinary action in line with the Club's Constitution or Member Protection Policy
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## **Record Keeping and Information Sharing**

AHCC will:

- Keep records of concerns, reports, and outcomes confidentially
- Review incidents for continuous improvement
- Share relevant information with authorities when necessary