

## ANNEXURE A

### Background

1. The numbers of children (under 18 years) in Australia who play football (soccer) in association with a football club or association.

### Current policies, practices and procedures

2. The relationships and governance frameworks between Football Federation Australia and the following entities in respect of the development and implementation of current policies in relation to child protection:
  - a. Australian Sports Commission
  - b. Australian Olympic Committee
  - c. State amateur football associations and their governing bodies – please note any differences across the States
  - d. local football clubs
  - e. any other International, national or State peak bodies you consider to be relevant.
3. The current policies, procedures and practices applied by Football Federation Australia in relation to child protection, including:
  - a. the prevention of child sexual abuse, including screening of volunteers and employees;
  - b. receiving and handling complaints of child sexual abuse;
  - c. conduct of any internal investigations;
  - d. any reporting or referral of such matters to public agencies;
  - e. access to information, referral and support services offered to complainants of child sexual abuse;
  - f. the dissemination of information between member organisations (including to amateur football clubs and associations) concerning allegations, charges and/or convictions relating to child sexual abuse; and
  - g. record keeping practices (including what records are made, with what detail, who has access to these and for how long are they retained).
4. The dissemination of child protection policies to staff, volunteers and parents within Football Federation Australia, amateur State and amateur football clubs and associations.
5. The promotion of child safe practices, including any assistance and/or training provided to State amateur football associations and football clubs, staff, volunteers and parents:
  - a. to implement child safe practices;
  - b. to receive, investigate or refer complaints of child sexual abuse;
  - c. to provide access to information, referral and support services to complainants.

#### Other matters

6. Your views as to:
  - a. the challenges that Football Federation Australia, governing bodies, State amateur football associations or local football clubs may face in identifying, responding to and reporting child sexual abuse;
  - b. any role for State regulation and oversight concerning child safe practices including consideration of the impact such regulation may have on local amateur football clubs and associations.
  - c. any other matter or issue you wish to raise.

In Annexure A the term 'child sexual abuse' includes any act which exposes a child to, or involves a child in, sexual processes beyond his or her understanding or contrary to accepted community standards. Sexually abusive behaviours can include the fondling of genitals, masturbation, oral sex, vaginal or anal penetration by a penis, finger or any other object, fondling of breasts, voyeurism, exhibitionism and exposing the child to or involving the child in pornography. It includes child grooming which refers to actions deliberately undertaken with the aim of befriending and establishing an emotional connection with a child, to lower the child's inhibitions in preparation for sexual activity with the child.

In Annexure A the term 'child safe practices' includes the following nine elements:

- **organisational leadership, governance and culture:** the organisation's approach and commitment to child safety should be set from the top and embedded into all aspects of the organisation's practice and business.
- **human resources management:** processes to identify and exclude known offenders or those who pose a risk to children, and that child safety is prioritised in advertising, recruitment, screening, selection and management of all staff and volunteers.
- **child safe policy and procedures:** policies and procedures should be publicly available and accessible; reviewed and embedded in training and education and specify clear processes, obligations and responsibilities for all involved in the organisation.
- **education and training:** regular ongoing staff development, via education and training. Staff and volunteers receiving comprehensive and regular training in child safe practices and child protection.
- **children's participation and empowerment**
- **family and community involvement:** being informed about the organisation's operations and their children's progress, and being involved in decisions affecting their children.
- **physical and online environment:** an institution that conducts child safe practices also have due regard to well-designed physical environment that minimises opportunity for abuse to occur without compromising the need for healthy child development. A balance is struck between visibility and natural surveillance, and the need to preserve children's privacy and capacity to engage in creative play and other activities. An institution that conducts child safe practices also considers and addresses risks to children in online environments.

- **review and continuous improvement**
- **child focussed complaint process:** the need to have clear and detailed policy and procedures about how to respond to complaints including concerns, suspicions, disclosures, allegations and breaches. Staff and volunteers are aware of their reporting obligations and responsibilities.