



## STATEMENT OF COMMITMENT TO CHILD SAFETY

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This Statement demonstrates the strong commitment of management, staff, players and volunteers to child safety and provides an outline of the practices we have developed to keep children safe from harm, including abuse.

### Commitment to Child Safety

All children who come to the North Melbourne Football Club (“NMFC”) and The Huddle have a right to feel and be safe. The welfare of children is a priority and we have a zero tolerance to child abuse. We aim to create a child safe and child friendly environment where children feel safe and have fun.

This commitment applies to all management, staff, players, volunteers, children and individuals involved in our organisations.

We value diversity and do not tolerate any discriminatory practices. We promote the participation and empowerment of children from diverse backgrounds.

We commit to implementing best practice standards in the recruitment and screening of all management, staff, players and volunteers.

We have developed a Child Safety Code of Conduct (Appendix 1) to provide guidance to our management, staff, players and volunteers.

We recognise the importance of a risk management approach to minimising the potential for child abuse or harm to occur and use this to inform our Statement of Commitment.

Carl Dilena – CEO &  
Managing Director

Approved by CEO on	29 November 2016
Scheduled review date	30 June 2017



## Appendix 1

### North Melbourne Football Club and The Huddle

# CHILD SAFETY CODE OF CONDUCT

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This Code of Conduct outlines appropriate standards of behaviour by adults towards children.

This Code of Conduct aims to protect children and reduce any opportunities for abuse or harm to occur. It also helps management, staff, players and volunteers by providing them with guidance on how to best support children and how to avoid or better manage difficult situations. All management, staff, players and volunteers are required to comply.

All management, staff, players and volunteers are responsible for promoting the safety and wellbeing of children and young people by:

- Adhering to our Commitment to Child Safety;
- Treating everyone with respect, including listening to and valuing their ideas and opinions;
- Welcoming all children and their families and carers and being inclusive; and
- Respecting cultural, religious and political differences and acting in a culturally sensitive way.

All management, staff, players and volunteers must **NOT**:

- Ignore or disregard any concerns, suspicions or disclosures of child abuse;
- Use prejudice, oppressive behaviour or language with children;
- Engage in rough physical games;
- Discriminate on the basis of age, gender, race, culture, vulnerability or sexuality;
- Initiate unnecessary physical contact with children or do things of a personal nature that children can do for themselves, such as toileting or changing clothes;
- Develop 'special' relationships with specific children or show favouritism through the provision of gifts or inappropriate attention;
- Exchange personal contact details such as phone number, social networking site or email addresses with children outside the normal course of business at the organisations; and
- Have unauthorised contact with children and young people online or by phone.

I have read NMFC and The Huddle's Statement of Commitment to Child Safety and the above Code of Conduct and agree to abide by it at all times.

Name: \_\_\_\_\_ Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Witness: \_\_\_\_\_ Signature: \_\_\_\_\_ Date: \_\_\_\_\_