



## KINGBOROUGH TIGERS SPORTING CLUB JUNIOR FOOTBALL DIVISION

### Working with Children & Vulnerable People Policy

#### Overview

This policy informs the Kingborough Tigers Junior Football Club (KTJFC) of their responsibilities and procedures that must be followed when working or volunteering with children and vulnerable people in Tasmania.

This Policy is applicable to all members, non-member participants, volunteers and employees at all times during their participation in activities conducted by the KTJFC.

This Policy applies to activities within the Tasmanian jurisdiction and at all times when teams or individuals from Tasmania are competing at interstate and international events. Activity is defined as a cultural, recreational, sporting, community activity or service provided primarily for children and vulnerable people by a sporting club, association or state body.

The term *vulnerable people* refers to children and/or adults who are deemed vulnerable. Children are defined as young people yet to attain the age of 18.

*Registration to Work with Vulnerable People (RWVP)* is a screening process overseen by the Tasmanian Government for people working and/or volunteering in sporting organisations, which aims to reduce the potential for sexual, physical, psychological, emotional or financial harm and/or neglect of children and vulnerable people in Tasmania.

#### Who must apply for Working with Vulnerable People Registration?

Under the *Registration to Work with Vulnerable People Act 2013*, the following people and/or positions are **mandated** to hold *RWVP*:

- KTJFC employees and volunteers whose duties bring them into contact with children and/or vulnerable people (i.e., committee members, coaches, assistant coaches, team managers, runners, first aid officers)
- State/affiliate junior development coordinators and volunteers
- All coaches and team officials working with children or vulnerable people
- State team officials, managers and chaperones travelling with children or vulnerable people
- Technical officials and marshals

- Volunteers working at events, including junior development camps
- Member Protection Information Officers
- Race Directors conducting junior events
- Parent help in sporting activities where the parents are designated officials

The KTJFC will be held liable if there are people operating in their club who should be registered but do not hold a current *RWVP*.

*RWVP* is optional but recommended for the following people and/or positions:

- Referees, umpires and ground managers
- KTJFC administrative staff whose duties do not bring them into contact with children or vulnerable people
- Grounds persons whose work does not ordinarily involve contact with children or vulnerable people for extended periods without other adults being present

People who should NOT apply for *RWVP*:

- Children under 16 years of age

The KTJFC may also require other employees, volunteers or people in specific roles to have *RWVP* where there is a risk of harm to children and/or vulnerable people. While there are some exemptions under Tasmanian regulations (see [Exemptions from registration \(cbos.tas.gov.au\)](https://www.cbos.tas.gov.au)) where people engaged in regulated activities need not apply, the KTJFC may determine these roles are required to be registered at their discretion.

The KTJFC may allow a person to commence a role within the Club while an *RWVP* application is being processed, provided that a risk management plan is in place and the applicant is supervised at all times by a registered person. The risk management plan is to mitigate risk of harm to vulnerable people and will provide a description of the activity for which the applicant is engaged, including consideration of the appropriate supervision by a registered person.

## Procedures and Implementation

The KTJFC will adhere to the following:

- Appoint a nationally accredited Member Protection Information Officer (MPIO) and publish MPIO contact details on the Club's website.
- Advise all people (employees, committee members, parents, team officials, coaches, volunteers) within the KTJFC of this Policy and of their responsibility for *RWVP*. This Policy will be communicated through the Club's website and Facebook page.
- Include *RWVP* as a standing item at committee / board meetings.
- As per *RWVP* mandatory requirements, the KTJFC will add their details to online *RWVP* within 10 working days of the employee/volunteer starting at the Club. The KTJFC will manage and update registrations within the *RWVP Employer Portal*. This ensures the KTJFC receives notifications when a registration is due to expire and/or a registration has been suspended or revoked.

## Related Policy Information

This policy has been developed to meet the KTJFC's obligations under the Tasmanian *Registration to Work with Vulnerable People Act 2013*.

The KTJFC will apply and enforce this *Working with Children and Vulnerable People Policy* in a consistent manner that conforms to policy frameworks of AFL Tasmania.

As a locally developed policy, the KTJFC's *Working with Children and Vulnerable People Policy* operates as a complementary policy to the AFL's Member Protection Policy. The AFL Member Protection Policy is available to view here [National-Member-Protection-Policy.pdf \(afl.com.au\)](#) and also on the KTJFC's website.

Breaches or failure to comply with this policy will be managed in accordance with the relevant sections set out in the AFL's Member Protection Policy. Serious breaches will be subject to criminal justice proceedings that could result in fines or other penalties.

This Policy will be reviewed by the KTJFC annually, or more frequently if required, and provided to all affiliates.