



Eltham Rugby Union Football Club (ERUFC)

Child and Young Person Safeguarding Policy

Version: Final | Date: September 2025

Purpose

ERUFC is committed to providing a safe, inclusive and enjoyable rugby environment for all children and young people. This policy outlines our responsibilities and actions under:

- Rugby Australia's Child Safe Commitment Statement
- Rugby Australia's Child and Young Person Safeguarding Policy (June 2025)
- Victorian Child Safe Standards

This document serves as a practical guide for ERUFC volunteers, coaches, managers and committee members, and can be built upon in future years.

Our Commitment

ERUFC supports the safety and wellbeing of all children and young people in our club. We:

- Endorse Rugby Australia's zero tolerance of child abuse.
- Prioritise inclusion and participation.
- Support cultural safety and celebrate diversity.
- Embed child safety in all aspects of our club operations.

Roles and Responsibilities

Role	Responsibilities
Committee	Accountable for implementation, reviews and communications.
Child Safety Officer	First point of contact for any concerns; promotes awareness. Conduct annual WWCC. Review and make recommendations for improvements to this policy.

Coaches/Volunteers	Must hold a current Working with Children Check (WWCC) and acknowledge this policy annually.
Parents/Carers	Expected to supervise children outside formal training/games and support a respectful culture.

Code of Conduct

All adults involved in our club must:

- Act in the best interests of children.
- Not engage in any form of abuse, grooming, harassment or intimidation.
- Avoid one-on-one interactions with children without another adult present (for example if you are in the club rooms treating an injury, best practice is to have another adult).
- Direct all formal communication through parents/carers, not directly to children.

Safe Environments

- Two adults must be present at all training and game activities.
- Photography of children requires parental consent and must comply with our media use policy.
- Transport and overnight stays must be approved by parents/carers and supervised.
- Parents/carers should note that they provide consent via their registration to Rugby Australia, ERUFC, and related bodies for the use of player names, likenesses, and media (e.g., photographs, video, audio) for purposes including:
 - broadcast;
 - marketing and promotion;
 - training and education;
 - research;
 - competition management (e.g. disciplinary proceedings);
 - law and game development (e.g. tackle height research);
 - reporting to governing bodies and insurers.
- Parents/carers can revoke that consent by contacting the Junior Coordinator (juniors@eltham.rugby)

Recruitment & Training

- All coaches, managers and volunteers working with children must provide a valid WWCC.
- All must complete Rugby AU child safety awareness and refresher training where required.
- New volunteers must be briefed on this policy.

- We will verify WWCC currency and complete screening for new child-related roles.

Complaints and Reporting

- Concerns should be reported to the Child Safety Officer or Club President.
- ERUFC will follow the Rugby AU Code of Conduct and reporting obligations.
- Any suspected abuse will be reported to relevant statutory authorities (e.g., Victoria Police, DFFH).

Cultural Safety and Inclusion

We promote:

- Cultural safety for Aboriginal and Torres Strait Islander children.
- Inclusion for LGBTQIA+ children and children with a disability.
- Respectful relationships and diverse role models across the club.

Education and Improvement

- ERUFC supports the education modules made available by Rugby Australia.
- We will require relevant volunteers to undertake Rugby AU's training as appropriate to their roles.
- The committee will monitor for updates and new training released by Rugby AU.

Continuous Improvement

- Policy reviewed annually.
- Feedback from children, families, volunteers and officials welcomed.
- Implementation gaps addressed through consultation with Rugby Victoria.

Related Policies and References

- Rugby AU Child and Young Person Safeguarding Policy (2025)
- ERUFC Drug and Alcohol Policy
- Working with Children Act 2005 (Vic)
- Victorian Child Safe Standards (2022)

Acknowledgement

All ERUFC committee members, coaches, team managers, and volunteers are required to sign an acknowledgement each season that they have read and understood this policy and agree to uphold it.

Review and Updates

This policy will be reviewed **annually** and in response to major changes in legislation, Rugby Victoria or Rugby Australia guidelines.

Approved by: President

Next Review Date: September 2026