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## MEMBER PROTECTION FRAMEWORK

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**Trafalgar Football Netball Club Inc.**

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### Revision Summary

**Document Risk Statement: High**


This document will be reviewed on a yearly basis unless a process change occurs earlier than this period.

First Issue	Issue Date	Implementation Requirements
1.0	3/6/2024	Document Created

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### Document Approval

Approval Position	Name	Signed	Date
General Manager of Football			

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# Member Protection Framework

## Introduction

Trafalgar Football Netball club is committed to providing a safe, respectful, and inclusive environment for all members. The Member Protection Framework outlines our approach to ensuring the well-being of players, coaches, officials, volunteers, and other stakeholders. This framework includes policies, procedures, and strategies designed to promote safety, prevent harm, and support a culture of mutual respect and inclusivity

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## 1. Purpose of the Framework


The Member Protection Framework aims to:

- Safeguard members against all forms of abuse, harassment, discrimination, and bullying.
- Provide a structured approach to handling complaints and conflicts.
- Encourage a safe, inclusive, and positive club culture where everyone feels respected and valued.
- Ensure compliance with relevant legislation and best practice standards.

## 2. Scope

This framework applies to all club members, including:

- Players
- Coaches and trainers
- Committee members and administrators
- Volunteers
- Parents, guardians, and other supporters

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### 3. Key Policies

#### 3.1 Code of Conduct

The Code of Conduct sets expectations for behaviour and attitudes, promoting respect, sportsmanship, and integrity. All members must:

- Treat others with respect and courtesy.
- Refrain from any actions that may harm or harass others.
- Foster an inclusive environment free from discrimination or bias.
- Act responsibly and in alignment with the club’s values both on and off the field.

#### 3.2 Anti-Harassment and Anti-Bullying Policy

The club has a zero-tolerance policy for harassment and bullying, including verbal, physical, emotional, or cyber forms. Actions that may constitute harassment or bullying include:

- Aggressive behaviour, threats, or intimidation.
- Unwelcome jokes or comments.
- Online or social media harassment.

Any reports of bullying or harassment will be investigated, and appropriate action will be taken.


#### 3.3 Child Safety Policy

For clubs that involve minors, we prioritize child protection by:

- Conducting background checks on all individuals working with minors.
- Providing education on appropriate interactions with children.
- Establishing protocols to report any suspected abuse or neglect.

#### 3.4 Non-Discrimination Policy

Our club values diversity and is committed to providing an inclusive environment. We prohibit discrimination based on age, race, gender, sexual orientation, disability, or other protected characteristics.

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## 4. Complaint Handling Procedures

Our club has established a clear process to handle complaints and concerns effectively and confidentially. This process includes:

### 4.1 Reporting a Complaint

Members are encouraged to report any concerns about inappropriate behaviour to designated club representatives, typically the Member Protection Officer (MPO) or a senior committee member.

### 4.2 Handling of Complaints


Complaints will be:

- Taken seriously, with respect and confidentiality maintained.
- Reviewed and investigated promptly by the MPO.
- Addressed in accordance with club policies and in compliance with relevant legal guidelines.

### 4.3 Resolution and Consequences

Depending on the investigation's findings, possible outcomes may include:

- Mediation or counselling sessions.
- Warnings or suspensions.
- Permanent removal from the club for severe cases.

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## 5. Support and Education

The club is committed to ongoing training and education to uphold a safe and inclusive environment. This includes:


- Training for all committee members, coaches, and volunteers on member protection and safe conduct.
- Information sessions for members on expected behaviour and reporting procedures.
- Regular review and updates of policies to reflect best practices.

## 6. Privacy and Confidentiality

All member information and complaint details are treated as confidential, shared only with those necessary for the complaint's resolution. The club complies with all privacy laws and takes steps to protect personal information.

## 7. Review and Improvement

This framework will be reviewed annually to ensure it remains relevant, effective, and aligned with current laws and best practices. Feedback from members will be considered to improve our policies and procedures.

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## Conclusion


Trafalgar Football Netball club is committed to the safety, well-being, and respect of all members. Through the implementation of this Member Protection Framework, we aim to foster a positive environment where all members feel safe, supported, and valued.

**Approved by:** Jamie Marslen, President

**Date:** 06/12/2024

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 <p>The logo for Trafalgar Football Netball Club features a red circular emblem containing a stylized sailing ship. Below the emblem, the word "TRAFALGAR" is written in a bold, red, serif font, and "FOOTBALL NETBALL CLUB" is written in a smaller, red, sans-serif font underneath.</p>	<p><b>Document No:</b></p> <p><b>Document Name:</b></p> <p><b>Document Owner:</b> General Manager of Football</p> <p><b>Revision No:</b> 1.0</p>
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