

St Catherine's United Football Club Inc



**Player Protection Policy
2026**

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St Catherine's United Football Club Inc.

Grounds: Peter Lightfoot Oval. 141 Horizon Drive, Middle Park
Mail: PO Box 304, Mt Ommaney, Q 4074
Email: secretary@stcats.org.au;
Web: www.stcats.org.au

1.0 OUR MISSION

To foster, develop and encourage the sport of soccer for the benefit of players of all ages in the Centenary suburbs.

To foster and encourage good sportsmanship and a sense of friendly competition between all concerned.

To insist that all players, parents, and team officials abide by the Aussie Sports Code of Behaviour and the rules of the Queensland Christian Soccer Association.

To encourage players, coaches, managers, and parents to conduct themselves in such a manner that the club would be proud to say that the person belongs to our club.

To improve the wellbeing of the Centenary community by providing a medium for a wide cross section of players and their families to form new friendships.

2.0 PURPOSE OF THIS POLICY

At St Catherine's United Football Club (St Cat's), we strive to allow all players and families to enjoy the game of football in an environment where they feel safe and supported. As well as this policy, our club has Codes of Conduct to ensure that every person is treated with dignity and respect and free from abuse and discrimination.

This policy details our commitment to player safety including protection from discrimination, harassment and abuse. It also presents the action that will be taken in the event of a breach.

This policy should be read in conjunction with St Cat's Codes of Conduct (available at www.stcats.org.au), as well as the QCSA Rules of Incorporation and By-Laws (available at www.qcsa.org.au).

3.0 WHO DOES THIS POLICY APPLY TO?

This policy applies to everyone with a role at St Cat's, whether they are in a paid or unpaid/voluntary capacity. This includes, but is not limited to:

- Members of the St Cat's Committee
- Coaches and Managers
- St Cat's Staff
- Referees and other Officials
- Players and Parents

A copy of this policy is publicly available on the St Cat's website www.stcats.org.au. Every person covered by this policy should ensure they are aware of their responsibilities contained within, and consequences for any breach. The policy will be applied consistently to all members without fear or favour.

3.1 Statement of Principles

St Cat's commits the following principles as outlined in the QCSA Risk Procedure Manual.

- We respect other people and their physical and psychological wellbeing.
- We acknowledge and accept the extraordinary amount of trust granted to us by those who take part in QCSA activities and their families, and by the wider community. We therefore commit ourselves to ensuring that all our speech and actions are morally upright.
- We require those associated with QCSA to indicate their agreement with the guidelines outlined within this document (generally done at the commencement of each season).
- We believe QCSA ought to be a place of safety and refuge for children and others, where they can feel safe from any threat. QCSA should be a place where people can disclose abuse and have it dealt with effectively.
- We believe that QCSA ought to be a place where all those involved in its activities are treated with dignity and respect, and without harassment or discrimination.
- We commit to providing safe activities where our players' wellbeing is a priority.

3.2 Volunteer Agreement

To ensure that all staff and volunteers at St Cat's are aware of their obligations, each new volunteer will be asked to sign a Statement of Commitment (see Appendix 1). The statement acknowledges understanding and acceptance of:

- St Cat's Player Protection Policy
- St Cat's Codes of Conduct

The statement further acknowledges the cooperation of volunteers in promoting an environment free from discrimination, harassment and abuse and an understanding of possible consequences for any breach.

4.0 CHILD PROTECTION

St Cat's is committed to protecting the rights and well-being of its members and preventing abuse and discrimination. Our Committee will respond appropriately to all allegations made or incidents reported. We want our members to feel safe and be safe.

In line with the commitments outlined by the QCSA, St Cat's members will:

- comply with all relevant Australian laws (both Federal and State), particularly anti-discrimination and child protection laws
- place the safety and welfare of children above other considerations
- provide a safe environment that discourages any form of abuse
- carefully select and screen volunteers who work with children and young people.
- Ensure St Cat's staff and volunteers have read and agree to adhere to the relevant codes of conduct as well as this policy
- ensure this policy is promoted, enforced and reviewed. A copy of this policy is publicly available on the St Cat's website. The policy will be reviewed and updated following the AGM and prior to the first sign-on day for each upcoming season.
- implement the prevention of abuse strategies outlined in the Code of Protective Behaviours section of the St Cat's Codes of Conduct
- provide procedures for raising concerns, disclosures or complaints
- encourage the reporting of any offensive, intimidating, humiliating behaviour or sexually offensive behaviour including humour
- protect all members from false allegations of abuse by having clear policies in place on appropriate behaviour and taking disciplinary action on vexatious allegations
- be ethical, fair and honest in all its dealings with other people
- deal with all allegations promptly, seriously, sensitively and confidentially.

4.1 Safeguarding at St Cat's

St Cat's is a child safe club where we value and respect children. Safeguarding, however, applies not only to children and we are committed to supporting the safety and well-being of all our players, families and supporters.

St Cat's promises a place for every player regardless of age, gender or ability and the best interest of our players is central to our decision making and activities.

We have no tolerance for abuse or discrimination, and we encourage our players and members to speak up if they see or experience anything that makes them feel uncomfortable. Our St Cat's Safeguarders are members of the Committee who are regularly around during training and match days. Posters encouraging players to speak up and stay safe are located around the club and include photos identifying St Cats Safeguarders (see Appendix 2).

4.2 Blue Card Register

In line with our commitment to carefully select and screen volunteers, St Cat's requires all staff and volunteers over the age of 18, to consent to a national police check through the Blue Card process. For consistency within the club, a Blue Card is required even for volunteers who work in a profession which would usually be exempt – for example, teachers.

The St Cat's Blue Card Officer will be responsible for updating volunteer details on the MyClubMate database as well as the Blue Card Organisational Portal.

Volunteers who hold a position on the St Cat's Committee are required to hold a current Blue Card prior to starting their role regardless of whether they come in direct contact with children or are a parent of a player.

Volunteers who hold a designated role at the club – for example, coaches and managers – AND who are a parent or legal guardian of a current player, will have a maximum of one month from the time they take up their position, to obtain a Blue Card and provide details to the Blue Card Officer.

Volunteers who fall into this category will be added to the Temporary Exemption-Parent Register during the application and approval process. Failure to provide details before the end of the month will result in a suspension of the role until such time as a Blue Card can be produced.

Volunteers who hold a designated role at the club and are NOT the parent or legal guardian of a current player will be required to provide Blue Card details BEFORE taking up their role.

Volunteers who assist on an ad hoc basis – for example, by attending a working bee or field setup – are not required to hold a Blue Card.

4.3 Disclosures or Suspicions of Harm

All disclosures or suspicions will be taken seriously and handled professionally and without delay.

Informal Disclosures

Informal disclosures are most often an observation of unusual behaviour. Alone it may seem insignificant, but many instances of abuse can be traced back to an observed unusual behaviour which may have become a pattern of repeated unusual behaviours.

Informal disclosures or reports of unusual behaviours can be made to a St Cat's Safeguarder or any member of the St Cat's Committee. The QCSA provides an Unusual Behaviour Report form (Appendix 3) which can be used to record details of informal disclosures. The Club President may also discuss the matter with the observer and take action as appropriate.

Formal Disclosures

A disclosure or suspicion of harm will be considered as a formal complaint.

- A disclosure of harm occurs when someone, including a child, tells you about harm that has happened, is happening, or is likely to happen to a vulnerable person. Disclosures of harm may start with: 'I think I saw...', 'Somebody told me that...', 'Just think you should know...' or 'I'm not sure what I want you to do, but...'
- A suspicion of harm is when someone has a reasonable suspicion that a vulnerable person has suffered, is suffering, or is at an unacceptable risk of suffering, significant harm.

You have 'reasonable grounds' to suspect harm if:

- a child or young person tells you they have been harmed.
- someone else (another child, a parent or staff/volunteer) tells you that harm has occurred or likely to occur (note it is possible that they may be referring to themselves)
- you are concerned at significant changes in the behaviour of a child or young person, or the presence of new unexplained and suspicious injuries
- you see harm happening.

4.4 Receiving a Disclosure

When a child or young person comes to you to tell you that harm has occurred:

- Don't react in a shocked or critical way. Your reaction may stop them from confiding in you.
- Tell them you are glad they have come to you. Reassure them they have done the right thing in telling and acknowledge it is hard to talk about these things.
- Listen carefully and believe they are telling the truth. Let them tell you the details and don't ask leading questions. Ensure the person is advised that the disclosure cannot remain a secret and it is necessary to tell someone in order to get help. Reassure them you will only tell someone who will make them safe. Assure them you will help and support them.
- If a discloser wishes to remain anonymous, you may not be able to assist in resolving the complaint. Inform the Club President of the disclosure immediately. If the disclosure relates to that person, contact the QCSA president and the St Cat's Club Patron.

While any person who receives a disclosure or has a suspicion of harm is able to report directly to the relevant authority, the QCSA asks that staff and volunteers also liaise with the Club President for support and guidance in the reporting process. St Cat's also has Safeguarders who can assist with reporting. Where there is an immediate risk of harm, any staff member or volunteer should act immediately to protect the child.

As soon as practical, record the details on the Disclosure Report – Formal Complaint (Appendix 4). Recording the disclosure or suspicion in your own words retains the integrity of the information.

Ensure you record exactly what was said using “I said,” “they said,” statements including questions and comments you made.

Under no circumstances should you:

- conduct your own investigation to substantiate claims
- hold your own internal hearing
- attempt to mediate a settlement of the matter instead of notifying the authorities.

When recording a disclosure or suspicion of harm, ensure confidentiality and include only those people necessary to the reporting process. Reports should be stored securely in either physical or electronic format.

Seek guidance from the Club President who may liaise with the Queensland Police Service or Child Safety as to:

- who should tell the child or young person’s parents or carers about the disclosure and the action taken
- who can give ongoing help and trained support to the child and family.

If the disclosure or suspicion of harm relates to a QCSA or club staff or volunteer then that person will be stood down pending the investigation, and Blue Card Services will be notified.

4.5 Reporting Disclosures or Suspicions of Harm

Mandatory Reporting - Child Sexual Offence

Under the provisions of the Criminal Code (Child Sexual Offences Reform) and Other legislation Amendment Act 2020, it is an offence for any person not to report a belief (including disclosure or suspicion) of an offence of a sexual nature committed in relation to a child.

The Act requires the report be made to the police as soon as reasonably practicable after the belief is (or ought reasonably to have been) formed that the offence has been committed. St Cat’s members and volunteers should also liaise with the Club President or a St Cat’s Safeguarder for support and guidance in the reporting process.

Mandatory Reporting – Harm (Other Than a Child Sexual Offence)

The Child Protection Act 1999 requires certain professionals, referred to as ‘mandatory reporters’, to make a report to Child Safety if they form a reasonable suspicion that a child has suffered, is suffering or is at an unacceptable risk of suffering significant harm. Under the Child Protection Act 1999, mandatory reporters are:

- Teachers
- Doctors
- registered nurses

- police officers with child protection responsibilities
- a person performing a child advocate function under the Public Guardian Act 2014
- early childhood education and care professionals, from 1 July 2017.

St Cat's members and volunteers should also liaise with the Club President or a St Cat's Safeguarder for support and guidance in the reporting process.

Non-Mandatory Reporting (Excludes Child Sexual Offences)

Child protection is everybody's responsibility, and every person SHOULD report to Child Safety if that person forms a reasonable suspicion that a child (including an unborn child) has suffered, is suffering, or is at unacceptable risk of suffering significant harm AND does not have a parent able and willing to protect them from the harm.

Any person is lawfully entitled to make a report if they are concerned for a child's welfare, even if they are not required to do so as a mandatory reporter. Anyone making a voluntary (non-mandated) report is protected with regard to confidentiality and immunity from legal liability.

St Cat's members and volunteers who receive a disclosure or have a reasonable suspicion of harm should liaise with the Club President or a St Cat's Safeguarder for support and guidance in the reporting process.

Reporting to the Queensland Police Service

If an individual (including staff and/or volunteer) believes a child is in immediate danger or in a life-threatening situation, they should immediately contact the Queensland Police Service by dialling 000. Queensland Police Service has a number of child protection and investigation units across Queensland.

To contact the Queensland Police Service, the nearest Police District Communication Centre can be located following this link: <https://www.police.qld.gov.au/how-can-we-help-you/contactus#districtComms>

Reporting to Child Safety.

How to determine if there is significant harm?

Section 13C of the Child Protection Act 1999 provides guidance when forming a reasonable suspicion about whether a child has suffered significant harm, is suffering significant harm, or is at an unacceptable risk of suffering significant harm. Consideration is given to:

- whether there are detrimental effects on the child's body or psychological or emotional state: - that are evident to the person, or - that the person considers are likely to become evident in the future, and
 - in relation to any detrimental effects to the child the reporter may consider: - their nature and severity, and - the likelihood that they will continue, and
 - the child's age.
-

The consideration of these matters may be informed by an observation of the child, other knowledge about the child or any other relevant knowledge, training or experience that the person may have.

How to determine if there is a parent willing and able to protect the vulnerable person?

A parent may be willing to protect a child but not have capacity to do so and therefore they are not considered 'able'. This may include parents suffering from a severe mental health condition or physical illness/injury.

Alternatively, a parent may have the capacity to protect a child (i.e. they may be able) but may choose not to do so (i.e. they are not willing). This may include a parent continuing a relationship with a person who is sexually abusing their child.

In some circumstances, a parent may be both not able and not willing to protect the child from harm.

In some cases, the circumstances in which the harm occurred will be so serious that it can be presumed there is no parent able or willing to protect the child.

If there is considered to be at least one parent both 'able' and 'willing' to protect the child, the child is considered to not be in 'need of protection'.

What information which must be provided to Child Safety?

Under section 13G(2) of the Child Protection Act 1999, the written report about a 'reportable suspicion' must contain the following details:

- the basis on which the person has formed the reportable suspicion, and
- the information prescribed by regulation, to the extent of the person's knowledge.

Referring to other support services, including Family and Child Connect

Concerns for a vulnerable person that do not amount to a reasonable suspicion of harm will be considered in terms of what support services could be offered to the family. This may include contacting Family and Child Connect who can provide information and advice about connecting families with support services and the circumstances in which a referral can and should be made to one of these services.

A mandatory reporter can refer a family without their consent, but others require the consent of the family to make a referral.

The criteria for Family and Child Connect service to work with the family is:

- the referred family has a child from unborn to 18 years of age, and
 - the child is not currently in need of protection, and
 - without support the child, young person and family are at risk of entering or re-entering the statutory child protection system, and
 - the family would benefit from access to intensive and specialist support services, and
 - the family has multiple and complex needs.
-

The Family and Child Connect website (<https://www.qld.gov.au/community/caring-child/family-child-connect>) provides useful materials, including training resources in relation to family support services, which can assist you further.

4.6 Child Safety Contact Information

Child Safety Services can be contacted as follows:

- During normal business hours – contact the Regional Intake Service (contact details at <https://www.cyjma.qld.gov.au/contact-us/department-contacts/child-family-contacts/child-safety-service-centres/regional-intake-services>)
- After hours and on weekends – contact the Child Safety After Hours Service Centre on 1800 177 135 or (07) 3235 9999. The service operates 24 hours a day, seven days a week.

If unsure who to call, or for assistance in locating the nearest Child Safety Service Centre, contact Child Safety Services' Enquiries Unit on 1800 811 810. Child Safety Service Centres have professionally trained child protection staff members who are skilled in dealing with information about harm or risk of harm to children.

A person making a report is protected from liability under the Child Protection Act 1999 from civil or criminal legal actions and is not considered to have broken any code of conduct or ethics.

5.0 ANTI-DISCRIMINATION AND HARASSMENT

St Cat's, as a member of the QCSA, aims to provide an environment where all those involved in its activities are treated with dignity and respect, and without harassment or discrimination.

Discrimination

Discrimination means treating or proposing to treat a person less favourably than someone else on the basis of personal attributes or characteristics. For example:

- Age
- Disability
- marital or parental/carer status
- physical features
- political belief/activity
- pregnancy
- race
- religious belief/activity
- sex or gender

Requesting, assisting, instructing, inducing or encouraging another person to engage in discrimination may also be discriminatory conduct.

Harassment

Harassment is any type of behaviour that the other person does not want or return and that is offensive, abusive, belittling or threatening. The behaviour is that which a reasonable person would recognise as being unwelcome and likely to cause the recipient to feel offended, humiliated or intimidated.

Unlawful harassment is either sexual or targets a person because of their race, sex, pregnancy, marital status, sexuality or other characteristic.

Harassment is determined from the point of view of the person receiving the harassment.

Harassment may be a single incident or repeated. It may be explicit or implicit, verbal or non-verbal.

Further information about unlawful discrimination and harassment may be obtained from the Queensland Human Rights Commission www.qhrc.qld.gov.au.

6.0 RISK MANAGEMENT

Risk management involves identifying and assessing all potential sources of harm and taking steps to decrease the likelihood that harm will occur. As well as child protection, risk management includes ensuring the physical safety of all club members.

The St Cat's Committee will conduct an annual assessment of:

- Club policies and procedures
- Physical space including playing and training fields and equipment. A brief assessment of the field an equipment is also conducted prior the commencement of games.

7.0 MANAGING BREACHES OF THE PLAYER PROTECTION POLICY

A breach is any action or inaction by individuals captured in the scope of this policy that fails to comply with any part of the policy. The Club President and the St Cat's Executive Committee will be responsible for managing breaches.

7.1 Consequences of Breaching the policy

The severity of the breach and the level of risk that results will determine the consequence. Consequences will range from additional training, supervision/probationary periods, standing down, reporting to relevant authorities and permanent removal from St Cat's and / or the QCSA.

7.2 Breach Procedure

Where the breach does NOT relate to a disclosure or suspicion of harm, a Breach Incident Form (in Appendix 5) will be completed. This process will identify details of the breach, outcomes and follow up.

Appropriate confidentiality will be maintained to protect privacy.

7.3 Disciplinary Sanctions

The St Cat's Executive Committee and/or the QCSA may take disciplinary action against anyone found to have breached this policy or made false and malicious allegations. Any disciplinary measure imposed under this policy must:

- be applied consistent with any contractual and employment rules and requirements
- be fair and reasonable
- be based on the evidence and information presented and the seriousness of the breach
- be determined by our constituent documents, by Laws and the rules of the game.

Possible sanctions that may be taken include:

- a direction that the individual makes a verbal and/or written apology
- counselling of the individual to address behaviour
- withdrawal of any awards, placings, records, achievements bestowed in any tournaments, activities or events held or sanctioned by our club
- suspension or termination of membership, participation or engagement in a role or activity
- de-registration of accreditation for a period of time or permanently

- a fine
- any other form of discipline that our club considers reasonable and appropriate.

7.4 Appeals

The complainant or respondent may be entitled to lodge an appeal against a decision made in relation to a complaint (including a decision where disciplinary sanctions are imposed) with the association. Appeals must be based on any right of appeal provided for in the relevant constituent documents, rules, regulations or by laws.

Appendix 1 - STATEMENT OF COMMITMENT

As a St Cat's volunteer, you are a vital part of our club. We value your time and commitment to volunteer for the benefit of all players and members. In return, we are here to support you and can provide guidance or training as required. All our coaches and managers, as well as all our Committee members, are volunteers and we are excited to have you as part of the St Cat's family.

Please carefully read the Player Protection Policy and the Codes of Conduct before completing the information below.

Name: _____ Position: _____

- I confirm that the information provided here is correct to the best of my knowledge.
- I agree to be bound by all St Cat's and QCSA policies and procedures
- I agree to promote an environment free from discrimination, harassment and abuse.

Specifically, I have read and agree to abide by the

- St Cat's Player Protection Policy 2026
- St Cat's Codes of Conduct 2026

I understand that:

- by signing this agreement, I am consenting obtain and/or provide my Blue Card to the St Cat's Blue Card officer.
- If I am the parent or legal guardian of a current player, I may start in my role immediately and I have a maximum of one month to have my Blue Card recorded with the club
- If I am NOT the parent or legal guardian of a current player, I may NOT start my role until I have had my Blue Card recorded with the club.
- If there are any changes in my Blue Card status during the season, I will notify the St Cat's Committee immediately and I may be asked to stand down until the issue is resolved.
- Any breach of this agreement may result in action by the St Cat's Committee.

Volunteer signature: _____ Date: _____

Committee member signature: _____ Date: _____

Office Use Only (Select one)

- Working with children accreditation has been sighted and recorded; or,
- Photo identification has been sighted, and the Volunteer has been added to the Temporary Exemption-Parent Register for one month beginning – DATE: _____; or
- Non-parent volunteer expression of interest has been recorded pending Blue Card approval.

Appendix 2 - ST CAT'S SAFEGUARDERS POSTER



St Catherine's United Football Club Inc
CATS
stcats.org.au

Football Should Be **Fun!**

**We want everyone to
Feel Safe and Be Safe**

I need Help

I need someone to talk to

I just don't feel right

Talk to us.
We are here to
support you

Kelly

Anthony

Rev'd Liz

Speak Out & Stay Safe!

Appendix 3 - UNUSUAL BEHAVIOUR REPORT — INFORMAL COMPLAINT

Club:				Team:			
Date:		Time		Place:			
Name of observer / complainant							
Name of person completing report							
Please describe the incident you observed or nature of complaint:							
Name of person/s observed in incident							
Name of child involved in incident							
Name of person complaint is against							
Signature of club president						Date:	
Signature of church official						Date:	
Signature of QCSA president						Date:	
Action Taken							

Appendix 4 - DISCLOSURE REPORT — FORMAL COMPLAINT

Club:				Team:			
Date:		Time		Place:			
Details of person disclosing							
Full Name:				DOB:			
Address:							
Phone:			Email:				
Details of person receiving disclosure							
Full Name:				DOB:			
Address:							
Phone:			Email:				
Details of other persons involved in incident including witnesses (attach additional pages if necessary)							
Full Name:				DOB:			
Address:							
Phone:			Email:				
Full Name:				DOB:			
Address:							
Phone:			Email:				
Full Name:				DOB:			
Address:							
Phone:			Email:				

Disclosure:
Description of disclosure (relevant dates, times, locations and who was present)
Details of disclosure (exactly what the person disclosing said, using "I said," "they said," statements)
Responses provided (to the questions asked – include the questions)
Additional (any comments you made)
Location of disclosure
Date/Time of disclosure

Reporting			
Have the Police been contacted?	YES <input type="checkbox"/>	NO <input type="checkbox"/>	Date/Time: <input type="text"/>
Response:	<input type="text"/>		
Has the Department of Child Safety been contacted?	YES <input type="checkbox"/>	NO <input type="checkbox"/>	Date/Time: <input type="text"/>
Response:	<input type="text"/>		
Has the CFFA management committee been informed?	YES <input type="checkbox"/>	NO <input type="checkbox"/>	Date/Time: <input type="text"/>
Response:	<input type="text"/>		
Has the QCSA been informed?	YES <input type="checkbox"/>	NO <input type="checkbox"/>	Date/Time: <input type="text"/>
Response:	<input type="text"/>		
Follow Up			
Details of support provided (including referrals)			
<input type="text"/>			
<input type="text"/>			
<input type="text"/>			
Any other follow up			
<input type="text"/>			
<input type="text"/>			
<input type="text"/>			
Records			
A record of all conversations (with dates, times and names) has been kept.	YES <input type="checkbox"/>	NO <input type="checkbox"/>	
File kept in secured location with restricted access marked "Do not destroy"	YES <input type="checkbox"/>	NO <input type="checkbox"/>	
<input type="text"/>			

Declaration			
Declaration – person making disclosure			
Full Name:			
Signature:		Date:	
Declaration – person receiving disclosure			
Full Name:			
Signature:		Date:	

Appendix 5 - BREACH OF POLICY RECORD

Details of person breaching policy			
Full Name:		DOB:	
Address:			
Phone:		Email:	
Details of breach:			
Description of breach (relevant dates, times, locations and who was present)			
Any other relevant information			
Date of breach:			
Date of record:			
Immediate action taken:			
Reporting			
Have the Police been contacted?	YES <input type="checkbox"/>	NO <input type="checkbox"/>	Date/Time: <input type="text"/>
Response:			
Has the Department of Child Safety been contacted?	YES <input type="checkbox"/>	NO <input type="checkbox"/>	Date/Time: <input type="text"/>
Response:			

Has the CFFA management committee been informed?	YES <input type="checkbox"/>	NO <input type="checkbox"/>	Date/Time:	
Response:				
Has the QCSA been informed?	YES <input type="checkbox"/>	NO <input type="checkbox"/>	Date/Time:	
Response:				
Assessment				
Description of the assessment of the breach (nature, severity etc)				
Outcome/s				
Consequences determined and implemented:				
Records				
Information added to the breach register	YES <input type="checkbox"/>	NO <input type="checkbox"/>		
File kept in secured location with restricted access marked "Do not destroy"	YES <input type="checkbox"/>	NO <input type="checkbox"/>		
Declaration				
Declaration – person in breach				
Full Name:				
Signature:		Date:		
Declaration – St Cat's Club President or Committee representative				
Full Name:				
Signature:		Date:		

Appendix 6 - DEFINITIONS

Abuse is a form of harassment and includes physical abuse, emotional abuse, sexual abuse, neglect, and abuse of power. Examples of abusive behaviour include bullying, humiliation, verbal abuse and insults.

Bullying is when a person subjects another to unreasonable behaviour that is repeated and that intimidates, offends, degrades or humiliates.

Child means a person who is under the age of 18 years (see also definition of young person)

Child abuse relates to children at risk of harm (usually by adults, sometimes by other children) and often by those they know and trust. It can take many forms. Children may be harmed by both verbal and physical actions and by people failing to provide them with basic care. Further definition can be found in the Child Protection Act 1999 (section 9). and includes any detrimental effect of a significant nature on the child's physical, psychological or emotional wellbeing.

Club refers to an independent organisation who seeks and receives membership in this Association for the purposes of playing soccer/football. In this policy, it 'the club' refers to St Catherine's United Football Club.

Coach refers to the coach of a team within St Cat's or the QCSA.

Codes of Conduct refers to the St Cat's Codes of Conduct found at www.stcats.org.au.

Complainant means the person making a complaint.

Emotional harm of a child or young person includes constant criticism, belittling, teaching, and withholding praise and affection or constant yelling. It can also be caused by a failure to provide the psychological nurturing necessary for a child or young person's physical and emotional growth and development. For example, ignoring a child or young person or using unusual or demeaning punishments.

Manager refers to the manager of a team within St Cat's or the QCSA.

Mediator means a person to mediate complaints made under this policy. It is preferable that the mediator has relevant skills, qualifications and/or training in mediation.

Member includes any individual involved in St Cat's or the QCSA including the players, parents, volunteers and staff.

Natural justice incorporates the following principles:

- a person who is the subject of a complaint must be fully informed of the allegations against them
- a person who is the subject of a complaint must be given full opportunity to respond to the allegations and raise any matters in their own defence
- all parties need to be heard, and all relevant submissions considered
- irrelevant matters should not be taken into account

- no person may judge their own case
- the decision maker/s must be unbiased, fair and just
- the penalties imposed must not outweigh the 'crime'

QCSA refers to Queensland Christian Soccer Association Inc.

Volunteer is an adult 18 years of age and over with some form of responsibility within St Cat's and/or the QCSA.

Young people/person means people in the 13–18-year age group.

Appendix 7 - REFERENCE WEB SITES

St Catherine's United Football Club:	www.stcats.org.au
Queensland Christian Soccer Association:	www.qcsa.org.au
Queensland Football (State FFA):	www.footballqueensland.com.au
Football Federation of Australia:	www.footballaustralia.com.au
FIFA:	www.fifa.com