



Child Protection Policy

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1. Policy Overview

1.1 Introduction

Football West is the sole governing body for football in Western Australia and represents all levels of competition, development and coaching in metropolitan and regional areas. The world game is a powerful and unifying force in the WA community, bringing together football fans and participants regardless of age, gender or ethnicity.

Football West, which is affiliated to FA and FIFA, has created an environment that brings the game to life on parks, pitches, and indoor centres around the state.

Football West nurtures and encourages the next generation of players through pathways that have also been developed for coaches and Match Officials to pursue their dreams and aspirations.

1.2 Context

Football West is committed to the safety and wellbeing of all Children, young people and Adults at Risk participating in our sport and accessing our services. Due to Adults at Risk also having an increased risk harm, all references to Child(ren) should, where appropriate, also be read and applied as if replaced by Adult(s) at Risk.

We support the rights of the Child and will act to ensure that a Child safe environment is maintained at all times. We also support the rights and wellbeing of our staff and volunteers and encourage their active participation in building and maintaining a secure environment for all participants.

1.3 Purpose

The purpose of this Policy is to ensure that parties involved in football take appropriate action to protect the safety and wellbeing of Children participating in football.

1.4 Audience

This Policy applies to Directors and Employees of Football West, and Associations, Clubs, Association Officials, Club Officials, Match Officials and participants.

1.5 Responsibilities

The following responsibilities are assigned:

Role	Responsibilities
Directors	• Advocate and promote the rights of all Children, empowering and engaging Children in support of this Policy and associated expectations. • Allocate adequate resources to allow effective implementation of this Policy.
CEO	• Approve and implement this Policy. • Adopt and enforce a safer recruitment process in accordance with this Policy and the FA Safeguarding Policy.
COO	• Annually review this Policy and recommend changes to the CEO for consideration.
Integrity & Governance Manager	• Manage formal complaints and incidents arising under this Policy.

Managers	• Adopt and promote this Policy in the support of Associations and Clubs including specific programs with plans and budgets approved in accordance with delegated authorities. • Proactively identify any risks of harm and act accordingly. • Develop opportunities for regular discussion of safeguarding within Football West such as in team meetings, regular agenda times or member forums.
Employees	• Make themselves aware of and comply with the Act, this Policy and the FA Safeguarding Policy in performing their specific functions. • Complete all pre-screening requirements as required by Football West. • Comply with the Codes of Behaviour at all times.
Associations and Clubs	• Make themselves aware of and comply with the Act, this Policy and the FA Safeguarding Policy. • Proactively identify any risks of harm and act accordingly. • Appoint an MPIO. • Adopt and enforce a safer recruitment process in accordance with this Policy and the FA Safeguarding Policy. • Handle Reports and safeguarding matters in accordance with the FA Safeguarding Policy
Association Officials, Club Officials, Match Officials and participants	• Make themselves aware of and comply with the Act, this Policy and the FA Safeguarding Policy • Complete all pre-screening requirements as required by Football West, or their Association or Club. • Comply with the Codes of Behaviour at all times. • Place the safety and welfare of Children above other considerations and in line with this Policy and the Member Protection Framework. • Be accountable for their behaviour.

1.6 Authority

The Policy derives its authority from the CEO. The Policy is effective from the date of CEO approval.

1.7 Review

This Policy will be reviewed annually and updated if required.

2. Policy Statement

2.1 General

Football West aims to implement and maintain effective measures to protect the safety and wellbeing of Children participating in football by:

a) Complying with the Act

- Football West will ensure that WWC Checks are conducted for its Employees and accredited Match Officials and volunteers where an assessment is required by law.
- Football West will keep adequate records that demonstrate its compliance with the WWC Act.

- If a Football West Employee is continuing their child-related work, they must renew their WWC Check before it expires. Card holders should renew at least one month before their current WWC Card expires and no earlier than three months. If a card holder fails to renew their WWC Card after receiving notification from Football West, appropriate disciplinary action will be taken in accordance with the misconduct policy.
- b) Providing Assistance to Associations and Clubs

Football West Employees will provide information to Associations, Clubs and Match Officials on how to comply with the Act and will develop guidelines that specify standards of conduct and care for Associations and Clubs when dealing and interacting with Children.
- c) Safer recruitment and screening

Football West will ensure that its recruitment practices comply with section 4 of the FA Safeguarding Policy, including recommended practices.
- d) Supporting, Training, Supervising and Enhancing Performance

Football West will ensure that its Employees who work with Children or Children's records have ongoing supervision, support and training such that their performance is developed and enhanced to promote the establishment and maintenance of a Child-safe environment.
- e) Football West will ensure that its Employees
 - i) are able to identify Children at risk of harm,
 - ii) are able to receive disclosures themselves or know how to support Children or others to make those disclosures to the relevant person, and
 - iii) understand the reporting obligations on them and on Football West, and the relevant mechanisms to so report (whether they be reporting obligations and mechanisms established under the Act, the FA Safeguarding Policy or other applicable legislation or duties).

3. Safeguarding Practices and Procedures

3.1 Association and Club MPIOs

All Clubs, Associations and Match Official branches are required to appoint an MPIO. All MPIOs must be registered with their Club in the relevant online registration platform for insurance purposes.

An MPIO is the first point of contact for persons with member protection or Child protection enquiries or complaints. MPIOs provide information to participants about the options available to them and can also provide information to Associations and Clubs about member protection and related issues and policies. MPIOs are impartial and do not mediate or investigate complaints.

3.2 Safer Recruitment

Football West, Associations and Clubs in Western Australia must comply with the safe recruitment protocols set out in section 4 and Annexure A of the [FA Safeguarding Policy](#).

3.3 Safeguarding Children Awareness Training

All individuals covered under this Policy must comply with the following mandatory and recommended training requirements as set by Football West. These requirements are designed

to ensure appropriate understanding of relevant standards, procedures, and responsibilities outlined in this Policy.:

Role	Education	Requirement
All Football West Employees and Board of Directors	1)Safeguarding Children and Young People in Sport Induction (SIA eLearning)	Mandatory
Association Officials, Club Officials & Match Officials	1)Safeguarding Children and Young People in Sport Induction (SIA eLearning) 2)Decision Making in Sport (SIA eLearning)	Highly Recommended
Persons involved in recruitment and screening of individuals who will have direct and regular contact with Children	1)Safeguarding Recruitment and Screening (SIA eLearning)	Mandatory
FW Coaches and technical staff of State teams	1)Safeguarding Children and Young People in Sport Induction (SIA eLearning)	Mandatory
Member Protection Information Officers	Module 1: Member Protection Information Officer (SIA eLearning) Module 2: MPIO Face to Face Training (offered by Department of Creative Industries, Tourism and Sport (WA))	Mandatory
Parents, guardians and spectators	PBTR – Let Kids be Kids (SIA eLearning)	Recommended

3.4 Appointment of Match Officials

All Match Officials must hold a valid WWC Card to be appointed to any fixture by Football West.

3.5 FA Member Protection Framework

Football Australia provides several resources that, combined, create the Member Protection Framework. The Member Protection Framework sets out its scope and who it applies to, which includes Football West, Directors, Associations, Clubs, Football West Employees, Association Officials, Club Officials, Match Officials, participants, and to the fullest extent possible, to parents and guardians of participants and spectators at Matches.

Safeguarding is a key topic of the Member Protection Framework and enables Football Australia and affiliated football entities to provide a safe and enjoyable environment for all Members participating in football.

All persons and entities to which this Policy applies must read the Member Protection Framework, including the FA Safeguarding Policy.

The FA Safeguarding Policy sets out:

- the commitments, and roles and responsibilities, of all Football Entities in relation to safeguarding children;
- processes for safer recruitment and screening;
- Codes of Behaviour for all Members, which set boundaries and provide guidance to Members to ensure they do not endanger the safety and wellbeing of a Child, including on issues such as:
 - o performing duties within role boundaries;
 - o prohibition on sexual relationships and sexual misconduct;
 - o prohibition on giving gifts to a Child (except in limited circumstances);
 - o restrictions on taking images and videos of a Child, and the use and storage of such content;
 - o guidance on how to adopt Child-safe behaviour management strategies, the use of language and tone of voice, supervision of Children, electronic communication, restrictions on physical contact, overnight stays, change room and toilet supervision;
 - o restrictions on the use of alcohol and drugs while supervising Children;
 - o restrictions and guidance on transporting Children;
 - o the employment or engagement of Children;
 - o restrictions on massages;
 - o provision of personal support and care;
 - o how to identify forms of abuse of a Child; and
 - o reporting a safeguarding incident, concern or disclosure.

The FA Safeguarding Policy can be found below:

- [Football Australia Safeguarding Policy](#)
- **Clubs and Associations** take full responsibility for overnight travel arrangements and ensure that appropriate risk assessments are completed prior to any travel involving teams away from their usual training or competition locations.
- **Football West** will complete the required risk assessment for any Football West teams travelling overnight, whether interstate or international.

3.6 Photographing and Filming Children

In Australia, there are no laws specifically prohibiting photographing and filming people (including Children) in public places. It is a legitimate pursuit to film and take photos at sporting events.

There are, however, laws that govern the taking of photographs and filming that exist to safeguard the privacy and safety of people (including Children) from exploitation and inappropriate use of their images, without placing undue restrictions on legitimate activities. The FA Safeguarding Policy sets out codes of behaviour related to photographing and filming Children. Sport Integrity Australia has also published guidance for sports organisations and those participating in and spectating Children's sport:

[SIA Guidance - Photography and Filming of Children and Young People](#)

For example, it is unlawful for photograph(s) and film to be taken that is:

- a) indecent;
- b) defamatory;
- c) used to cyber bully;
- d) used for commercial purposes without the consent of the subject;
- e) being used for voyeurism;
- f) protected by a court order; and
- g) in a provocative or sexual manner

In instances where a person is believed to be photographing, filming, or sharing images inappropriately, the matter should be immediately reported to the appropriate authority, taking into account the relevant level of jurisdiction at the venue. This may include, but is not limited to, one of the following:

- Event security / organisers
- Ground marshals
- Event / Club Officials
- Council Ranger
- Social media entity(s)
- Football West;
- WA Police.

In addition to those codes and guidance, when Football West, an Association or a Club is given control over a public place (such as a public football field) with the agreement of the local government, that entity is able and expected to control access by photographers to the area.

The entity should incorporate reasonable terms of access that protect Children from inappropriate photography or filming, or inappropriate use of photos or video taken. It is acknowledged that photography may still be possible from publicly accessible places that overlook the controlled area.

It is courteous for sport and recreation organisations to seek permission to take photographs/film of their participants (including children) that would be used for promotional purposes. This could be administered as a streamlined process at the time of member/participant affiliation.

3.7 Reports

All persons to which this Policy applies should make a Report when they have a concern regarding a safeguarding incident, are aware of or has been the subject of or impacted by a safeguarding incident or receives a Disclosure (as defined in the FA Safeguarding Policy) from a Child. Reports should be made in accordance with the FA Safeguarding Policy. Category 1 Matters relating to Child Abuse arising in the context of any Football Activity are designated as “mandatory reporting” matters.

Football West, Associations and Clubs will handle all Reports in accordance with the FA Safeguarding Policy.

4. Useful Resources

4.1 Statutes, Policies and Other Official Documents

- a) [Working with Children \(Screening\) Act 2004](#);

- b) [Football Australia Member Protection Framework](#)
- c) [FA Safeguarding Policy](#)
- d) [Misconduct Policy.pdf](#)

4.2 Websites

[Department of Communities – Child Protection](#)

[Photographing and Filming Children DLGSC](#)

<https://chidsafe.humanrights.gov.au/national-principles>

<https://www.truesport.com.au/initiatives/child-safeguarding-initiative>

<https://www.sportintegrity.gov.au/what-we-do/safeguarding>

5. Definitions and Interpretation

Definitions

The following capitalised terms, when not appearing in headings, have the following meanings when used in this Policy.

Abuse means the violation of an individual's human or civil rights through the action or actions of another person or persons. Types of Abuse include physical Abuse, psychological or emotional Abuse, sexual Abuse, constraints and restrictive practices, financial Abuse, legal and civil Abuse and systematic Abuse.

Act means the *Working with Children (Screening) Act 2004* (WA).

Adult at Risk has the meaning set out in the FA Safeguarding Policy.

Association means a body corporate or incorporated Association recognised by Football West as representative of Clubs or Players within a geographic area.

Association Official means, in respect of an Association, any of the following: an office bearer; a coach of an association team; a manager of an Association team; a physiotherapist for an Association Team; an Association employee; or anybody who is officially associated with the Association.

CEO means the Chief Executive Officer of Football West.

CFO means the Chief Financial Officer of Football West.

Child means a person who is under 18 years of age.

Club means:

- a) a body corporate or incorporated Association recognised by Football West and that organises teams to participate in competitions sanctioned by Football West or FA; or
- b) any legal entity deemed to be a Club by Football West.

Club Official has the meaning set out in Football West's Disciplinary and Grievance Regulations.

Codes of Behaviour means the codes of behaviour set out in the FA Safeguarding Policy.

Directors means a director of Football West including the Chairman and any Deputy Chairman (as those terms are defined in the Football West Constitution).

Employee means all officers, employees of Football West (whether permanent, fixed term, casual or otherwise), and volunteers.

FA or Football Australia means Football Australia Limited ACN 10

6 478 068.

FIFA means Fédération Internationale de Football Association.

FA Safeguarding Policy means the policy published by FA and which addresses matters related to the safeguarding of children and young people (whether of the same name or otherwise).

Football West means Football West Limited ACN 109 919 324.

Match means any football match played in Western Australia under the auspices of Football West, FA or an Association or otherwise played under Football West's direction or control.

Match Official means a referee, assistant referee, referee assessor, match commissioner or fourth official appointed by Football West to a Match, or any other person who acts as a referee in any Match.

Member has the meaning set out in the FA Safeguarding Policy.

Member Protection Framework means the national policy that addresses discrimination, harassment and child protection in Football as issued by FA from time to time.

MPIO means a person trained to be the first point of contact for a person reporting a complaint under, or a breach of, this Policy or the FA Member Protection Framework. The MPIO provides impartial and confidential support to the person making the complaint.

Policy means this Football West Child Protection Policy.

Report has the meaning set out in the FA Safeguarding Policy.

State MPIO means an employee of Football West who is also an MPIO and has been designated the State MPIO by the CEO.

Working With Children Check means the compulsory screening strategy in Western Australia and the Christmas and Cocos (Keeling) Islands for people who engage in certain paid or unpaid work with Children, described as "child-related work" under the Act.

WWC Card means the card issued to a person who has successfully applied for a WWC Check.

WWC Check means Working With Children Check.

Interpretation

Capitalised terms used in the Constitution bear the same meaning when those terms are used in this Policy. In addition, unless the context otherwise requires:

- headings are for convenience of reference only and do not affect interpretation;
- references to any gender include all genders;
- references to the singular apply to the plural and vice versa;
- references to a person include any other entity recognised by law and vice versa;
- where a word or phrase is defined, its other grammatical forms have a corresponding meaning;
- any reference to a paragraph number refers to a paragraph in the same sub-section unless otherwise stated;
- any reference to a party to this document includes its successors and permitted assigns;
- any reference to any agreement or document includes that agreement or document as amended at any time;
- the use of the word includes or including is not to be taken as limiting the meaning of the words preceding it;
- the expression at any time includes reference to past, present and future time and the performance of any action from time to time;

- reference to a statute includes all regulations and amendments to that statute and any statute passed in substitution for that statute or incorporating any of its provisions to the extent that they are incorporated; and
- all monetary amounts are inclusive of GST unless stated otherwise.