



Policy 4.03 Prevention of Harm and Abuse

Introduction

Wanderers Football Club recognises that individuals engaged with Wanderers Football Club have the right to expect that their well-being is safeguarded and that their engagement will be free from harm, abuse, neglect and any violation of their right to safety.

Policy Statement

Wanderers Football Club is committed to building a Club culture that will act to prevent harm, abuse and neglect, and uphold the legal and human rights of individuals participating in activities with Wanderers Football Club. Any child protection considerations not explicit in this policy will be captured within Wanderers Football Club Child and Youth Risk Management Strategy. In addition, all matters relating to workplace sexual harassment can be found within the organisation's Workplace Sexual Harassment Policy.

Principles

The following principles will be followed to ensure freedom from harm and abuse:

- All employees, volunteers or Club stakeholders must report any abuse or suspicion of abuse towards individuals receiving a service from Wanderers Football Club and report any abuse or suspicion of abuse towards all employees, volunteers, students and other stakeholders engaged with Wanderers Football Club.
- Information will be made available for individuals receiving a service from Wanderers Football Club and employees about Wanderers Football Club policies and processes regarding harm and abuse; This may take the form of display within sites and common areas when appropriate or on request regarding individual circumstances.
- Allegations of abuse will be treated as a serious and confidential matter.
- The Wanderers management team adhere to stipulated requirements to report matters to the Queensland Police Service or Child Safety, and consider what support services could be offered to the family if the concern does not meet the relevant threshold for statutory intervention. This includes all matters relating to suspected or actual sexual abuse of children.

Process

- Individuals engaging with Wanderers Football Club will be provided with information about how to report abuse and neglect when requested.
- Education about human rights and prevention of harm and abuse will be included in the induction program for employees, volunteers, students, contractors and Directors. Employees, volunteers, students, contractors and Directors will be provided with specific information about the identification of abuse and the appropriate reporting requirements as relevant to their positions.
- Employees will be trained to recognise all forms of harm, abuse and/or neglect, perpetrated by themselves or others appropriate to their position within the Club.
- Allegations of harm, abuse and/or neglect will be treated as serious and will be subject to investigation and employees, students, volunteers, contractors and Directors who perpetrate acts of abuse or neglect will be subject to disciplinary action and or legal ramifications.
- Allegations of harm, abuse and/or neglect that suggest criminal behavior will be referred immediately to relevant external stakeholders such as Queensland Police Service or the relevant Department.



Related Legislation and Standards / Departmental Documents

Work Health and Safety Act 2011

Anti-Discrimination Act 1991

Human Rights act QLD 2019



Related Policies and Documents

1.11 Work Health & Safety

1.15 Incident Reporting

4.01 Standards of Care

4.05 Anti-discrimination and Harassment

5.01 Complaints Disputes and Appeals

*6.06 Workplace Bullying and Harassment
Complaint Form*