



SAFEGUARDING CHILDREN

Everyone who plays AFL has the right to Be Safe, Feel Safe, Play Safe.



ACKNOWLEDGEMENT

The AFL acknowledges the Traditional Owners of the land on which we work and pay our respects to Elders past, present and emerging.

We acknowledge we play our great game on this land and respect the cultures of all First Peoples, their contribution to our nation and contribution to the game of Australian Rules Football.

We would also like to acknowledge any victim survivors of child abuse who may be here today. Know that we hear you and your voice matters.

DISTRESSING CONTENT WARNING

Look after yourself.

Reach out for support.

If you find the session distressing in any way, please stop and reach out to professional support.

Lifeline 131114

Beyond Blue 1300 224 636



INTRODUCTION



Sam Dellamarta
Safeguarding Consultant



Dellamarta Consulting provides specialist safeguarding services to build an organisation's capacity to keep children, young people and the community safe.

Samantha Dellamarta

- Criminal Justice degree
- Training, auditing, investigating
- 15 years experience working with children and young people
- 5 years in private consulting
- Collingwood and Rabbitohs supporter



SAFEGUARDING COMMUNITY FOOTBALL EDUCATION SESSIONS

All sessions are being recorded and will be available at the AFL club help portal.

<https://www.afl.com.au/clubhelp/safeguarding-children/webinars>

Sessions 1 & 2 were specifically targeted to Victorian clubs and the Victorian Child Safe Standards

TIME OUT

1. **Cameras on or off – your choice.**
2. **Mic muted please!**
3. **Contact *Vicky Gilbert* if you need to send a private message to us**
4. **Jump into the chat and leave your:**
 - Name / role
 - Club / Association
 - State / territory

SESSION OVERVIEW

1. What is safeguarding?
2. What is abuse?
3. Expected Behaviours in Footy
4. Raising Concerns
5. Additional Support/Resources



WHAT IS SAFEGUARDING?

Safeguarding children and young people in footy

WHAT IS SAFEGUARDING?

Safeguarding means making sure children and young people who participate in AFL/W activities, programs, services or use its facilities feel:

- Welcome
- Safe
- Comfortable
- Included

DEFINITIONS

Child Safe / Child Safeguarding / Safeguarding

DEFINITIONS

A Child: someone involved in footy who is 12 years or younger – usually a player but may also be a sibling of a player or child of an adult at the club.

A Young Person: someone involved in footy who is between the ages of 13 and 18 years old – usually a player but could also be an umpire or in another role at the club, or a sibling or child of a player.

Adult: someone involved in footy who is over the age of 18 – this could be a coach, manager, umpire, club official, AFL staff member, volunteer, and/or a parent.

WHAT IS SAFEGUARDING?

Safeguarding means making sure children and young people are safe from:

- **Accidents and injuries** during training and play
- **Bullying and harassment** from other young people or adults in footy
- **Abuse or neglect**

WHAT IS SAFEGUARDING?

Safeguarding children and young people in sport means having things in place to:

- **Reduce** the likelihood of abuse of a child or young person
- **Increase** the likelihood of knowing if a child or young person has experienced harm or abuse
- **Increase** organisational ability to respond appropriately if a child or young person has experienced abuse

KEY MESSAGES FOR TODAY

Abuse in sport happens, but it can be prevented.

Preventing abuse in sport is important and we all have a role to play.

If we know something we must do something.

**ABUSE IN SPORT
HAPPENS
BUT IT CAN BE PREVENTED**





WHAT IS ABUSE?

Understanding what abuse may look like in footy

ABUSE IN FOOTY— WHEN, WHERE AND HOW

Abuse in footy is any form of abuse that occurs:

- **During sport** – training, matches and club events and activities
- **Travelling** – in a car or bus, camps, carnivals or overnight football trips
- **Between two or more people involved in sport** – participants, coaches, volunteers and parents
- From spectators, family and entourages from the **sidelines and stands**
- Additionally, a child or young person may **experience abuse elsewhere**, but **disclose it to someone they trust at their club**

TYPES OF ABUSE

DIFFERENT TYPES OF ABUSE

PHYSICAL ABUSE

Any action that uses physical force that hurts a child or young person.

This includes hitting, beating, kicking, shaking, biting, strangling, scalding, burning, poisoning, suffocating.

SEXUAL ABUSE

Any behaviour that is of a sexual nature, and that makes a child or young person feel uncomfortable, threatened or scared, or is illegal.

This includes physical touch and talking about sexual and private things in person or online, or showing someone videos or photos that are sexual or private, or asking someone to send private or sexual videos to someone else.

GROOMING

A type of sexual abuse, this can include:

- acting in a way that singles out a child or young person
- having one on one time with a child or young person
- looking for ways to be alone with a child or young person away from other adults.

It may occur between an adult and a child or young person or from peer to peer. It can feel like it is normal behaviour but it doesn't happen to others.



EMOTIONAL ABUSE

The use of words or acts that can make a child or young person feel bad, sad, embarrassed, left out, worried, confused, shamed, anxious or threatened.

NEGLECT

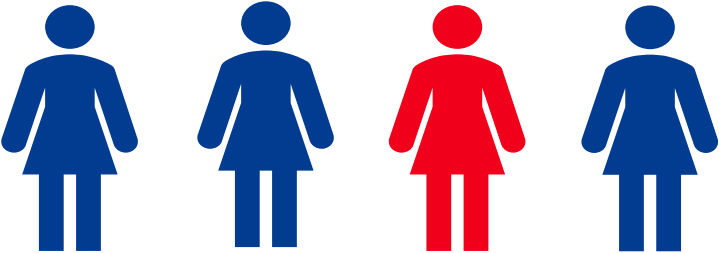
When an adult doesn't provide a child or young person with basic needs such as food, water, shelter, appropriate clothing, supervision, access to education and health services.

BULLYING

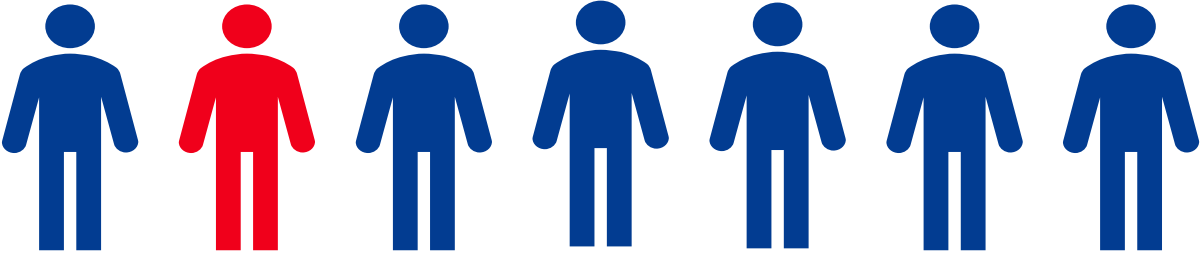
Bullying involves the inappropriate use of power by one or more persons over another less powerful person and is generally an act that is repeated over time. Bullying may include:

- verbal (name calling, put downs, threats)
- physical (hitting, punching, kicking, scratching, tripping, spitting)
- social (ignoring, excluding, left out); and/or
- psychological (spreading rumours, stalking, dirty looks, hiding or damaging possessions).

CHILD SEXUAL ABUSE STATISTICS



1 in 4 girls



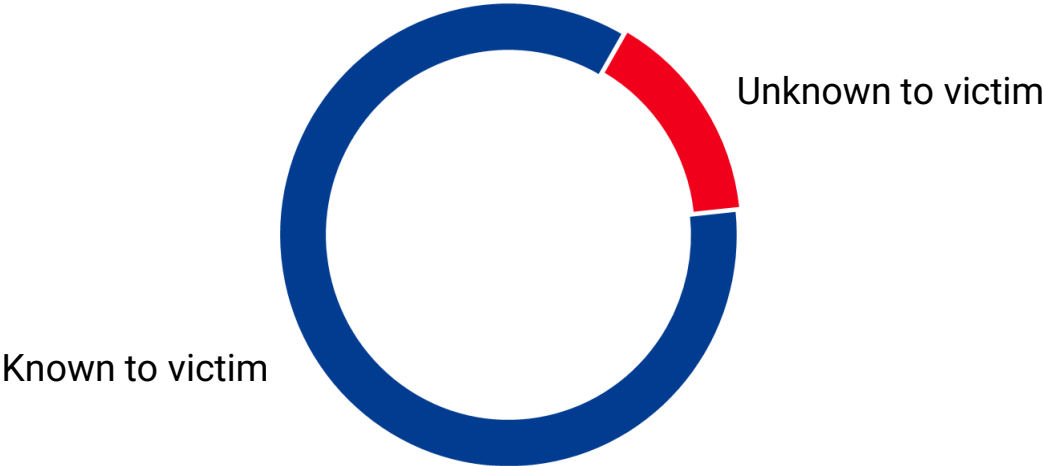
1 in 7 boys

CHILD ABUSE STATISTICS

The average time for survivors to report abuse



The perpetrator is:



WHAT'S KNOWN ABOUT ADULT PERPETRATORS

- In the family
- Outside the family
- In institutions



EXAMPLES



A coach who is transporting young adults home from a game drives through the bottle shop and offers to buy them beers.



The manager who continually singles a player out in front of the rest of the team, commenting on how they *'aren't good enough to be in the team and should be playing down a grade'*



A coach/volunteer videoing players in the changeroom singing the club song after a match as kids are in a state of undress in the background.



The U21 captain who tells the new 17 year old player that they have to “be initiated” into the team and encourages the other players to ‘rough them up’ after training.



A player sharing nude photos of his girlfriend with his teammates



A coach offers for a player to stay at his house so he can transport them to the game as it's early the next morning. The parents agree as they trust the coach. What was once a one off seems to become a regular occurrence now for away games.

EXAMPLES



A coach sending messages about the game to individual players, late at night.



The dad who thinks its cool to show an R18+ movie to the 13 yr old boys in the hotel on a footy trip away.



A coach offers to take the girls home after training, even though they can easily walk. They drive around for an extra half an hour listening to music in his car.



A volunteer gives out free ice creams from the kiosk to children and asks if they can keep a secret.

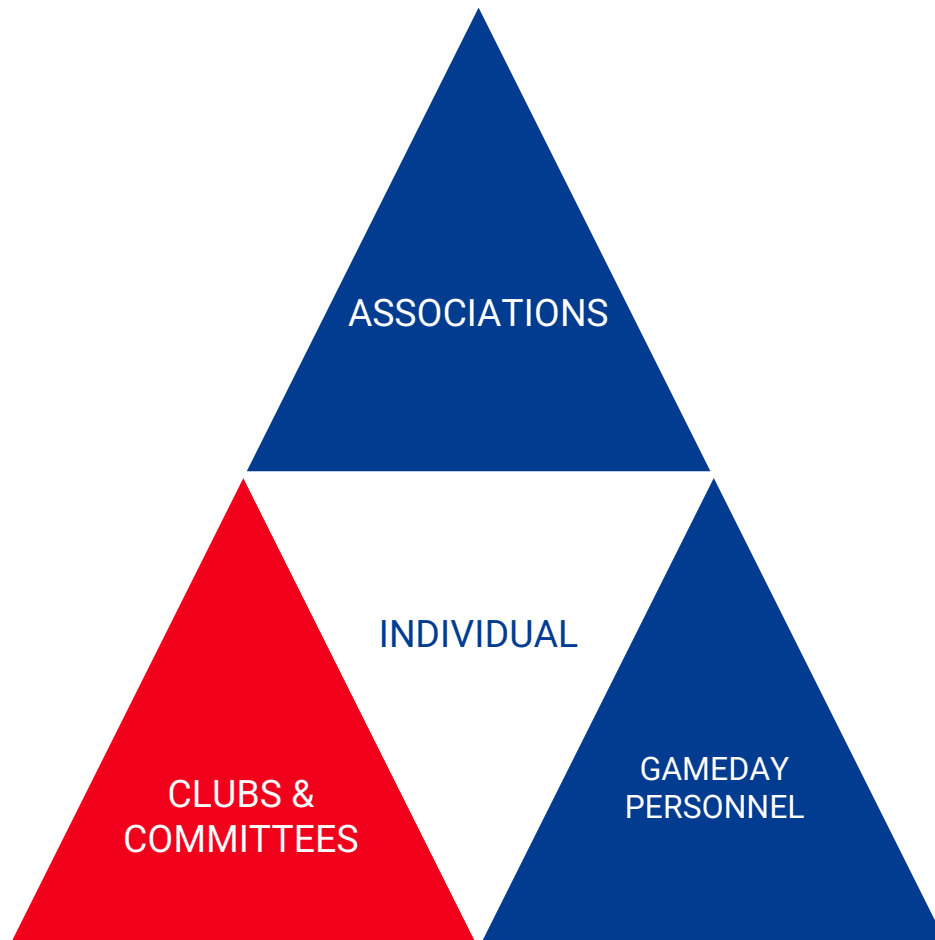
TIME OUT

- Can you think of any situations you have seen, or heard about, that might raise concerns?
- Do you think your club, or people within your club may have let some of this stuff slide in the past?
- What about now?

**PREVENTING ABUSE IN SPORT IS IMPORTANT
AND WE ALL HAVE A ROLE TO PLAY**



WE ALL HAVE A ROLE TO PLAY



ASSOCIATIONS at all levels are responsible for the way in which they lead their commitment to the safety of children and young people through policy, practice, education and culture.

CLUBS and committees are responsible for the expectations they set, the culture they create, the environment in which they operate, the information and education they provide to ensure this, and the way in which they respond to concerns raised with them.

GAMEDAY PERSONNEL are responsible not only for their own behaviours, attitudes and actions, but also for the boundaries and expectations they set for children and young people, the culture they create and the way in which they respond to concerns raised with them.

INDIVIDUAL adults in footy, regardless of their role, are responsible for the impact their own behaviours, attitudes and actions have on the safety of children and young people.



EXPECTED BEHAVIOURS IN FOOTY

The behaviours we expect to see from people in footy.

RIGHTS OF CHILDREN & YOUNG PEOPLE

Young people have rights, they are called the **UN Convention on the Rights of the Child**.

Some of those rights that relate to footy are;

- To be treated fairly, no matter what your cultural background and, gender or sexuality, or if they have a disability
- Be safe from harm or abuse from their peers or an adult in the footy community
- Have a say about things that are important to them, and be taken seriously.
- Have privacy when they are getting changed or showering at events or trips, or just after a game.
- Choosing if they want to their photo taken or have it shared on the internet
- Having their personal information protected and not shared without their knowledge.

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MY RIGHTS & RESPONSIBILITIES AS A YOUNG PERSON INVOLVED IN FOOTY

WHAT ARE MY RIGHTS IN FOOTY?

As a young person, you have rights, lots of them.

They are called the **UN Convention on the Rights of the Child**, check them out!

Having rights makes sure that you are safe and protected doing the things you love, like playing footy!

We want all kids who participate in footy to be safe, feel safe, play safe. Here are some of those rights that relate to footy:

The right to:

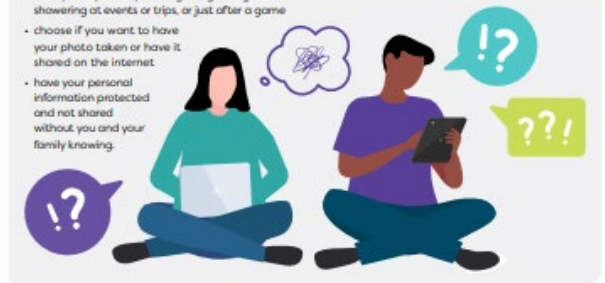
- be treated fairly, no matter what your cultural background, gender or sexuality, or if you have a disability
- be safe from harm or abuse from your peers or an adult in the footy community
- have a say about things that are important to you, and be taken seriously
- have privacy when you are getting changed or showering at events or trips, or just after a game
- choose if you want to have your photo taken or have it shared on the internet
- have your personal information protected and not shared without you and your family knowing.

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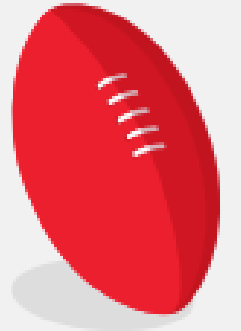
YOUNG PEOPLE | MY RIGHTS & RESPONSIBILITIES AS A YOUNG PERSON INVOLVED IN FOOTY



RESPONSIBILITIES OF CHILDREN & YOUNG PEOPLE

WHAT ARE MY RESPONSIBILITIES IN FOOTY?

With rights, come responsibilities, but you have probably heard that before. Like school, or work, you are responsible for your own behaviour and how it impacts others around you. When it comes to behaviour in footy, remember to:



PLAY FAIR

Show respect to everyone around you – peers, coaches and umpires.

PLAY SAFE

Prioritise safety, yours, and the people around you, always.

PLAY KIND

Be inclusive, patient, and welcoming, especially to newcomers.



RESPONSIBILITIES OF CHILDREN & YOUNG PEOPLE

1 CHECK YOURSELF

Check your own behaviour is in line with your responsibilities and that you are not the reason why someone else may be feeling unsafe, uncomfortable, unwelcome, or excluded.

2 CHECK YOUR MATE

Check in on your teammates and your other footy friends, make sure they are doing ok and offer to help where you can.

3 SAY SOMETHING

If you have concerns about your safety or the safety of another child or young person, or have seen or heard something that just doesn't feel right, it is important you say something:



Speak to a parent, carer, family member or trusted adult like a coach, team manager, umpire, official or club representative.



Write down your concerns and pass them onto your club or association via email or letter.



Use this QR code to raise a concern with the AFL.



EXPECTED BEHAVIOURS OF ADULTS IN FOOTY

All adults, including parents and carers, are expected to play their part in keeping children and young people safe in football.

Expected behaviours are not only how **you** should behave, but how **other adults** should behave, so if you notice something that doesn't seem right, call it out.

You have a responsibility to contribute to a safe and inclusive environment for all children and young people in football, not just your own children.



know what is ok



do what is right



act when you notice something

**ALL ADULTS ARE EXPECTED TO ENSURE
CHILDREN AND YOUNG PEOPLE ALWAYS FEEL SAFE
AND WELCOME IN AUSTRALIAN FOOTBALL**



THE BEHAVIOUR BAR

Safe behaviour

Inappropriate behaviour

Abusive behaviour

Good coach

- **Uses positive language**
- A good listener
- Trustworthy
- Patient
- **Gets to know all of the team**
- Includes everyone
- **Checks in on the wellbeing of athletes**
- Supportive and kind
- Knows their stuff
- Has clear boundaries

Dodgy coach

- Uses derogatory language
- **Uses harsh punishments**
- Over exerts athletes
- **Favours certain athletes**
- Comments on athletes' facebook posts
- **Sometimes makes jokes about other kids**
- Private messages athletes about personal stuff
- Ignores club rules
- **Regularly offers lifts to players or invites them to stay at their home**
- Asks for hugs or finds reason to touch an athlete

Bad coach

- **Uses physical force** and harsh punishment that harms athletes
- **Emotionally abusive**
- Grooming
- **Intimidating and threatening**
- **Manipulative**
- Neglectful of primary needs (water, rest, medical treatment)
- **Sexually abusive – verbally, non-verbally, online or physically**

EXPECTED BEHAVIOURS - CONTACT

| ✔ OK | ✘ NOT OK |
|---|---|
| <p>Physical touch that is normal for football and happens in front of other people and WITH the child or young person's consent.</p> <p>This can include</p> <ul style="list-style-type: none">• tackling,• showing skills and techniques,• preventing injury, or keeping them safe,• or high fives or a pat on the back to celebrate a win. | <p>Any touch a child or young person does not consent to, or that makes them feel uncomfortable.</p> <p>Any touch that seems sexual, involves a child or young person's private parts, or embarrasses them.</p> <p>Any touch that happens in a private place like the changerooms or a car.</p> |

EXPECTED BEHAVIOURS - COMMUNICATION

| ✔ OK | ✘ NOT OK |
|--|---|
| <p>Guidance that is positive, helpful, and focused on the child or young person's footy game, not them as a person.</p> <p>Language that is calm and kind and that they can easily understand.</p> <p>Online communication that includes you as a parent or carer or is used with the whole team</p> | <p>Any language or communication that leaves a child or young person feeling uncomfortable, worried, scared or embarrassed.</p> <p>Any comment online or in person that is sexual or private.</p> <p>Any contact with you that happens outside of footy related activities (like late at night), via private chat platforms (like socials or texting), is over the top or excessive, or is about personal stuff, nothing to do with football.</p> |

EXPECTED BEHAVIOURS - BOUNDARIES

| ✔ OK | ✘ NOT OK |
|--|--|
| <p>When someone has safe, or good boundaries it means they:</p> <ul style="list-style-type: none">• have made sure children and young people understand their role<ul style="list-style-type: none">• act professionally – friendly but not a friend• treat everyone in the team fairly• follow the rules with things like sharing information about a child or young person, or only taking photos of them with their permission and your permission, and when it is about football | <p>When someone has unsafe, or poor boundaries, it means they:</p> <ul style="list-style-type: none">• favour, isolate or single out one person• accept or give gifts to children, young people or their families unless fairly distributed and prior consent has been obtained• offer to assist a child or young person or their family with things that are outside of their role (help around the house / money / buying them things) |

EXPECTED BEHAVIOURS - SUPERVISION

| ✔ OK | ✘ NOT OK |
|---|--|
| <p>Adults who are responsible for supervising children and young people in football should:</p> <ul style="list-style-type: none">• always know where children and young people are at all times• give them privacy to use the bathroom or change rooms, but still make sure that they are safe• wait with them until they have been collected• only offer a lift if they have their license and their car is insured, written consent has been provided (where possible) and another person from the club knows about it. | <p>Adults who are responsible for supervising children and young people in football should not:</p> <ul style="list-style-type: none">• be distracted by their phones or other people• let young children use a bathroom without making sure there are no risks first• leave a child or young person alone, even if a parent or carer is late to pick them up• drive young people around in their car recklessly, under the influence of alcohol or drugs, or without permission. |

EXPECTED BEHAVIOURS - ENVIRONMENT



OK

A safe environment for children and young people at football looks like:

- a space that people from different backgrounds and abilities can access and are comfortable to access
- football trips that are fun and safe for children and young people to attend
- camps where children and young people are given privacy, made to feel welcome and are able to communicate with home when they need to
- change facilities in grounds that are appropriate for any gender
- online spaces where communication is open and transparent and other adults can monitor





NOT OK

An unsafe environment for children and young people at football looks like:

- a space that is difficult for children and young people with disabilities to access or where people from different cultural backgrounds feel left out
- football trips or events that involve alcohol or drugs and easily get out of hand with no adults keeping an eye out for children and young people
- camps where children and young people are punished, humiliated or made to feel homesick and uncomfortable
- change facilities in grounds where there is no privacy and children, young people and those who identify as transgender or nonbinary feel unsafe
- online spaces where communication is one to one and used to share inappropriate material not related to football.

EXPECTED BEHAVIOURS - SPECTATORS

|  OK |  NOT OK |
|---|--|
| <p>Be a good role model, set a good example. Encourage fair play Leave the coaching to the coach Leave the umpiring to the umpires Focus on trying hard and having fun Highlight the positives and emphasise children's strengths</p> | <p>An unsafe environment for children and young people at football looks like:</p> <ul style="list-style-type: none">• A win at all costs attitude• Coaching from the sidelines• Concentrating on faults and failings instead of successes• Using foul language or making threatening gestures or remarks directed at coaches, umpires or the other team. |

LET KIDS BE KIDS

https://www.youtube.com/watch?v=7dgMxDIN_kM



**IF WE KNOW SOMETHING
WE MUST DO SOMETHING**





RAISING CONCERNS

Simple steps to keeping children and young people safe.



RAISING CONCERNS

You can raise a concern about anything to do with football.

It can be something serious, like the safety of a child or young person involved in football, or it can be something related to the game, to a facility or something else.

You have the right to call out bad behaviour and have it taken seriously. It may be something you notice yourself, or it may be something someone else has raised with you.

If the concern raised by you is in relation to the safety of a child or young person it will be categorised, reported to authorities if required, and recorded in a register.

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HOW TO RAISE A CONCERN ABOUT SOMEONE'S BEHAVIOUR

CAN I RAISE A CONCERN ABOUT ANYTHING TO DO WITH FOOTY?

Yes you can raise a concern about anything to do with footy. It can be something serious, like your safety or the safety of another child or young person involved in footy. It can also be something that worries you related to the game, to a facility or something else. You have the right to call out bad or unsafe behaviour and have it taken seriously.



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Adult: someone involved in footy who is over the age of 18 – this could be a coach, manager, umpire, club official, AFL staff member, volunteer, and/or a parent.

HOW DO I RAISE SOMETHING?

If you have concerns about your safety or the safety of another child or young person, or have seen or heard something that just doesn't feel right, it's important you say something.



Speak to a parent, carer, family member or trusted adult like a coach, team manager, umpire, official or club representative.



Write down your concerns and pass them onto your club or association via email or letter.



Use this QR code to raise a concern with the AFL.



For any safeguarding queries email childssafety@afl.com.au
Contact Kids helpline on 1800 55 1800 (it's free)
or www.kidshelpline.com.au

As always if anyone is in immediate danger contact the police on 000

Remember, we want all children and young people in footy to be safe, feel safe, play safe.

YOUNG PEOPLE | HOW TO RAISE A CONCERN ABOUT SOMEONE'S BEHAVIOUR

6



RAISING CONCERNS

WHAT KIND OF CONCERN MIGHT SOMEONE RAISE WITH ME?

As a parent involved in the football community you may form connections with children or young people associated with your child's team or the club. This may mean that they view you as a trusted adult and could disclose information to you about their concerns of inappropriate behaviour or abuse, either at home, around football or somewhere else.

This could be telling you that they are experiencing:

- physical abuse
- emotional abuse
- sexual abuse
- neglect
- bullying or harassment, or
- mental health issues.

The aim of this guideline is to provide you with the right tools so you can confidently and appropriately respond to these moments.

It's not your role to investigate or determine a disclosure or allegation. All that is required of you is to listen, support and respond to their concern. In some cases, you are obligated to report what you know to authorities.



HOW WILL I KNOW?

HOW YOU MIGHT FIND OUT ABOUT SAFETY CONCERNS

DISCLOSURES

When a child or young person tells you about an incident that happened to **them** or that **they** were directly involved in.

They are raising a concern with you.

ALLEGATIONS

When a child, young person or any other person tells you about an incident that happened to **someone else** or that someone else was directly involved in.

They are raising a concern with you.

SUSPICIONS

When you have a reason to suspect an incident of abuse against a child or young person, based on observations, instinct or gut feeling, behaviours and indicators.

You are forming a concern.

WHAT MIGHT THIS SOUND LIKE?

Another person says:

"I need to tell you about something that happened to me"

"That happened to me too"

"Somebody did something to me that I didn't like"

"I have done something I shouldn't have"

Another person says:

"I am worried about my friend, she told me something happened to her"

"I saw that person do something to my friend"

"Those people have been doing something that makes me uncomfortable"

You are saying to yourself:

"I just don't feel right about this situation."

"That person makes me really uncomfortable"

"I have noticed her behaviour has changed lately; she doesn't seem herself"

"I don't like the way that person treats her"



IDENTIFYING ABUSE - INDICATORS

BEHAVIOURS IN A CHILD OR YOUNG PERSON THAT MIGHT CONCERN YOU

- withdrawn, unusually quiet or absent
- violent and aggressive
- not wanting to go home or not wanting to come to the footy club
- bruising or other injuries
- reluctance to participate / be left alone with a specific adult
- spending more time than others with an adult during any footy activity, be it a game or training.

WHAT THESE BEHAVIOURS MIGHT BE TELLING YOU

They are:

- Experiencing abuse or neglect from someone in their football circle.
- Experiencing bullying or harassment at the footy club.
- Experiencing abuse or neglect at home or in another setting such as school.
- In need of support regarding physical or mental health.

BEHAVIOURS IN OTHER ADULTS IN FOOTBALL THAT MIGHT CONCERN YOU

- Being secretive or asking young athletes to keep secrets.
- Singling out players - favouring certain footballers.
- Offering to help out more than usual - lifts home, one to one coaching.
- Contacting young athletes about things not related to football.
- Be-friending parents, creating times where there is more contact with one particular child or young person - alone or with the family.
- Ignoring or dismissing simple rules or expectations, loose boundaries.
- Sexual jokes, asking about relationships or showing private images.
- Creating scenarios where physical touch is required, outside of normal footy related contact.



RESPONDING – THE 3 R'S

You don't have to be a professional or an expert in this, they just need you to be a safe and sensible adult.



RECOGNISE



RESPOND



REPORT

SAY SOMETHING

SAY SOMETHING

Even if you have not spoken directly with a child or young person but you have a **SUSPICION** that something is not right, it is important you say something.



You can:

Speak directly with someone you trust in football like a coach, team manager, umpire, official or club representative.



Write down your concerns and pass them onto your club or association via email or a letter.



Use this QR code to raise a concern with the AFL.



For any safeguarding queries email childsafety@afl.com.au

As always if anyone is in immediate danger contact the police on **000**

Remember - You don't need proof, you just need a 'reasonable belief', that it is likely something has happened.



FAQS

FAQS TO HELP YOU GET YOUR HEAD AROUND IT...

WHAT IF A CHILD OR YOUNG PERSON TELLS ME SOMETHING BUT DOESN'T WANT ME TO TELL ANYONE?

Building trust is important, especially if a child or young person is experiencing something that is making them feel unsafe. You can encourage them to speak up, build their confidence, offer to come with them as support and reassure them.

IMPORTANT – As an adult, you are required in most cases, by state and commonwealth law, to report any concern about the safety of a child or young person to the relevant authorities, including Child Protection and/or Police.

However, even when you are not required by law, you still can, and you should.

WILL MY CHILD LOSE THEIR SPOT IN THE TEAM IF I RAISE A CONCERN?

You and your child should not be treated unfairly for raising a concern.

CAN I CALL IT OUT ANONYMOUSLY?

Yes, you can do this by contacting the **AFL Integrity Unit** however, please remember that if you don't give us your name, we can't come back to you for further information or to update you on what we are going to do.

DO I NEED TO HAVE PROOF?

No, you don't need to have proof or evidence.

- If someone tells you it happened, say something.
- If you think something has happened, based on what you have seen, heard or felt, and have a 'reasonable belief' that it happened, say something.





ADDITIONAL SUPPORT RESOURCES

Support, education and resources for clubs

AFL Safeguarding Children Portal

Suite of resources and useful links to help foster a safe and welcoming environment for children and young people in football



<https://www.afl.com.au/clubhelp/safeguarding-children>

Safeguarding Children Resources



Kids (5-12)

View all of our resources for safeguarding children and young people aged 5-12.



Young People (13-18)

View all of our resources for safeguarding young people aged 13-18.



Families and Community

View all of our resources for safeguarding families and the community.



Coaches and Volunteers

View all of our resources for safeguarding coaches and volunteers.



Umpires and Officials

View all of our resources for safeguarding umpires and officials.



Translated Documents and Forms

View all of our resources for safeguarding translated documents and forms.



Further Links

View all of our resources for safeguarding further links.



Safeguarding Webinars

View all of our resources for safeguarding webinars.



Club Templates and Forms

View all of our resources for safeguarding club templates and forms.



AFL Diversity & Inclusion Portal

Information, resources, tools and free online training to help prevent and deal with integrity issues and concerns in sport



<https://www.afl.com.au/clubhelp/diversity>

Play By The Rules

Information, resources, tools and free online training to help prevent and deal with integrity issues and concerns in sport



<https://www.playbytherules.net.au>



TIME OUT

WE LIKE DATA!

Head to this link to fill out a 2 min survey to help us understand where you were at the beginning of this session and where you are now!

www.surveymonkey.com/



THANK YOU & STAY SAFE

info@dellamartaconsulting.com OR clubhelp@afl.com.au

