

		<b>FOOTBALL FEDERATION SA</b>  <b>Procedures and Policies</b>	
Subject:	<b>Security Clearance Procedure</b>		
		Date Implemented	March 07
	<b><i>This policy will be reviewed on an annually bases.</i></b>	Date Amended:	Dec 09

## 1. Rationale

- 1.1 As per the Football Federation Australia (FFA) Member Protection Policy, the Football Federation South Australia Inc. (FFSA) is committed to providing a sport and work environment free of discrimination and harassment (sexual or otherwise), where individuals are treated with respect and dignity.
- 1.2 The FFSA is committed to ensuring that the safety, welfare and wellbeing of children are maintained at all times during their participation in activities run by the FFSA and its members (including clubs and associations).
- 1.3 This FFSA Security Clearance Procedure details the mandatory screening procedure for any paid or voluntary person involved in the supervision, management or coaching of any child (under the age of 18 years).

## 2. Child Protection Policy

- 2.1 The FFSA acknowledges and agrees that the welfare and safety of children is paramount and must be placed above all other considerations.
- 2.2 The FFSA, and its registered clubs and associations, shall:
  - (a) use best efforts to develop child safe environments and minimise opportunities for child abuse including preventing offenders from gaining access to your
  - (b) provide information and education on child protection to those involved in your club and/or association, including officials, players and parents;
  - (c) carefully screen and select any person whose role requires them to have direct access to children; this should include ensuring that all volunteers and/or paid employees undertake National Criminal History Record Check (NCHRC) and referee checks are conducted on people that join your club and/or association.
  - (d) protect the privacy of any person who is screened and the confidentiality of any information obtained through the screening process; and
  - (e) Anyone who suspects, on reasonable grounds, that a child or young person is at risk of being neglected or abused, should [contact](#) their state or territory child protection agency without delay to report their concerns. South Australia requires individuals who work in sport by law to report any suspicions they may have that a child or young person is at risk of harm.

### **3. Employment/Engagement of Persons (Paid or Unpaid)**

- 3.1 The FFSA and its affiliated clubs and associations shall not employ or engage a person (whether paid or unpaid) to coach, instruct or otherwise have direct contact with a child without first undertaking the following 4 step screening process:
- (a) obtain from the applicant a completed and signed Team Officials Registration Form
  - (b) check the applicant's referees (verbal or written);
  - (c) interview the applicant to ensure suitability for the role and for working with children; and
  - (d) obtain a National Criminal History Record Check (NCHRC) (a national summary of an individual's offender history).
- 3.2 The FFSA and its affiliated clubs and associations shall ensure that persons employed and engaged (whether paid or unpaid) to coach, instruct or otherwise have direct contact with a child, undertake re-screening at least every 2 years from the date of the initial national police check.

### **4. FFSA National Criminal History Record Check (NCHRC) Procedure**

- 4.1 To complete National Criminal History Record Check (NCHRC), the applicant must obtain a National Police Certificate Application Form PD267 online form. This form can be located at [http://www.police.sa.gov.au/sapol/services/information\\_requests/national\\_police\\_certificate.jsp](http://www.police.sa.gov.au/sapol/services/information_requests/national_police_certificate.jsp)
- 4.2 The applicant shall complete the Application Form online. Once the form is completed, the applicant will be required to print the form. If an applicant is unable to complete the form online, the applicant will be required to request a hardcopy from the Records Release Unit on 8204 1408. Please note that a blank copy of this form cannot be downloaded from the above website.
- 4.3 Once the form is completed and printed, the applicant will be required to present the completed form and 100 points of ID at a local police station. On presentation this information will be verified and stamped at the police station. If the applicant is submitting this form as a volunteer of a FFSA affiliated Club and/or association, no fee is required to be paid as the FFSA will insert a Volunteer Organisation Authorisation Number (VOAN), which waives the fee for volunteers. Please note that if an applicant does pay a fee, the FFSA can not reimburse the fee.
- 4.4 Once the form has been stamped at a police station, the form must be submitted into the Football Federation SA. The form may be submitted personally by the applicant or by the applicant's club. The form will be checked by the designated FFSA representative and the FFSA VOAN will be inserted, if applicable and signed by the FFSA representative. All applying persons who hold the capacity of a volunteer may utilise the FFSA VOAN identification to have the checking fee waived. Paid employees shall pay the fee for the national police check.
- 4.5 Once the form has been signed by the FFSA Representative, FFSA will submit the form into Records Release Unit.
- 4.6 The National Police Certificate will be sent to the applicant. On receipt of the certificate, the applicant or the applicant's club or association (if the applicant provides permission) must bring the certificate to the FFSA to sight. The FFSA representative will record the name of the person on the FFSA Security Clearance Database together with the code SFA (Suitable for appointment) or NSFA (Not suitable for appointment) and return the original National Police Certificate to the applying person. The FFSA are not permitted to take a copy of the certificate or retain the original certificate.

## **5. Roles & Responsibilities**

- 5.1 FFSA affiliated clubs and associations are responsible for ensuring that all persons that have direct contact with children provide a National Police Certificate to the FFSA.
- 5.2 The FFSA will ensure that all information relating to the FFSA Security Clearance Database are securely maintained for protection of individuals privacy.
- 5.3 The designated FFSA representatives shall be responsible for regularly cross-checking the database to ensure that all FFSA registered managers, coaches, doctors, trainers and physiotherapists have completed a national police check at least every two years.
- 5.4 The designated FFSA representatives together with the FFSA CEO shall assess the National Police Certificate.

## **6. Unsatisfactory Police Check**

- 6.1 If a National Police Certificate is not provided, or the screening process reveals that an applicant may not satisfactorily meet the requirements of that process:
  - (a) the National Police Certificate contents (with applicants name details kept confidential) shall be assessed by the FFSA CEO and if necessary directed to the FFSA Board as to determine whether the applicant may pose a risk to, or be unsuitable to work with, children;
  - (b) the applicant can take any grievance to the FFSA Board as per the FFA Grievance Procedure.
- 6.2 If unsatisfied, the Competition Administrator and CEO shall:
  - (a) in the case of an applicant currently working, ensure that the applicant transfers to another role that does not require them to work with children. If this is not possible or reasonable, then the appointment must be ended in accordance with legal process;
  - (b) in the case of someone applying for a position, the applicant must not be appointed.
- 6.3 Where it is not practical to complete a National Criminal History Record Check prior to the applicant starting work, the FFSA shall complete the check as soon as possible and advise the applicant that his or her ongoing engagement is conditional on the satisfactory outcome of the check.
- 6.4 The FFSA CEO shall notify appropriate authorities of any child that they reasonably suspect has been or is the subject of child abuse;

## **7. Additional Information**

- 7.1 Additional information regarding National Police Certificates can be obtained from SA Police ([www.sapolice.sa.gov.au](http://www.sapolice.sa.gov.au))
- 7.2 Additional information on Child Protection can be obtained from Play by the Rules ([www.playbytherules.net.au](http://www.playbytherules.net.au)) and the Australian Sports Commission ([www.ausport.gov.au](http://www.ausport.gov.au))