



## CHILD PROTECTION REQUIREMENTS – VICTORIA, SOUTH AUSTRALIA AND NORTHERN TERRITORY

This document sets out the screening process for people who currently occupy or who apply for any work (paid or voluntary) in Rugby League that involves regular contact with people under the age of 18 years.

Screening under this policy is not a replacement for any other procedure required by law. If State or Territory legislation sets an equivalent or higher standard of screening, the requirement to screen people under the process outlined below need not be followed.

### Association/club requirements

Under the ARL Member Protection Policy our affiliated leagues and clubs are required to:

1. Identify positions (paid and voluntary) that involve working with people under the age of 18 years.
2. Obtain a completed Member Protection Declaration (MPD) from all people who are bound by this policy if they occupy or apply for a position that involves working with people under the age of 18 years. The MPD will be kept in a secure place.

If a MPD is not provided, or it reveals that a person does not satisfactorily meet with one or more of the clauses in the MPD (e.g. has a relevant criminal conviction), the Rugby League organization will:

- provide an opportunity for the person to respond/provide an explanation, and
- make an assessment as to whether the person may pose a risk to or be unsuitable to work with people under the age of 18 years.

If unsatisfied, then the Rugby League organization will:

- in the case of an existing employee/volunteer, transfer the person to another role which does not require them to work with people under the age of 18 years. If this is not possible, then end the appointment. **Note: legal advice should be obtained before the termination process begins.**
  - in the case of a someone applying for the position/role, not appoint them.
3. Check a person's referees (verbal or written) and interview a person about their suitability for the role and their suitability for working with children for both paid and voluntary positions.
  4. Ask people applying for (and people who currently occupy) a position that involves regular contact with people under the age of 18 years to **sign a consent form** for a national police check. (Information on police checks and forms can be found at [www.ausport.gov.au/ethics/policechecks.asp](http://www.ausport.gov.au/ethics/policechecks.asp))
  5. Request a national police check from your relevant police jurisdiction for people applying for (and people who currently occupy) paid and voluntary positions that involves regular contact with people under the age of 18 years.

---

Community Football Department, ARL Development

Program proudly sponsored by  OAMPS  
Australian bred success



In most police jurisdictions a 'Part Exclusion' check for people working with children can be requested. This check excludes irrelevant records.

If the police check indicates a relevant offence, the Rugby League organization will:

- provide an opportunity for the person to respond/provide an explanation, and make an assessment as to whether the person may pose a risk to or be unsuitable to work with people under the age of 18 years.

If unsatisfied, then the Rugby League organization will:

- in the case of an existing employee/volunteer, transfer the person to another role which does not require them to work with people under the age of 18 years. If this is not possible, then end the appointment. **Note: legal advice should be obtained before the termination process begins.**
- in the case of a someone applying for the position/role, not appoint them.

If the person does not agree to a national police check after explaining why it is a requirement, the Rugby League organization shall make an assessment as to whether the person may pose a risk to or be unsuitable to work with people under the age of 18 years.

If unsatisfied, the Rugby League organization will:

- in the case of an existing employee/volunteer, transfer the person to another role which does not require them to work with people under the age of 18 years. If this is not possible, then end the appointment. **Note: legal advice should be obtained before the termination process begins.**
- in the case of a someone applying for the position/role, not appoint them.

6. Decide whether to offer the person the position (or retain the person in the position) taking into account the result of the police check and any other information the Rugby League organization has available. Where it is not practical to complete the police check prior to employment commencing, the Rugby League organization must still complete the check as soon as possible. The Rugby League organization will advise the person that their ongoing employment is conditional upon the satisfactory outcome of the check.
7. Where a national police check is obtained under this Member Protection Policy, another organisation which is also required to screen may obtain a copy of the national police check provided that the consent of the relevant person is obtained and the national police check was performed in the immediately preceding two years.
8. Protect the privacy of any person who is checked and the confidentiality of any information obtained through the checking process. Information collected during screening (such as a completed MPD form, police records and referee reports) will be returned to the relevant person if that person is not appointed to/will not remain in the position, or otherwise be destroyed with the consent of the person concerned.

---

Community Football Department. ARL Development

Program proudly sponsored by OAMPS  
Australian bred success



## MEMBER PROTECTION DECLARATION

The Australian Rugby League and its affiliated organizations have a duty of care to its members and to the general public who interact with its employees, volunteers, members and others involved with Rugby League activities. As part of this duty of care and as a requirement of the ARL Member Protection Policy, the Rugby League organization must enquire into the background of those applying for, undertaking or remaining in any work (paid or voluntary) that involves regular contact with people under the age of 18 years.

I ..... (name) of .....

..... (address) born ...../...../.....

sincerely declare that:

1. I do not have any criminal charge pending before the courts.
2. I do not have any criminal convictions or findings of guilt for offences involving sexual activity, acts of indecency, child abuse, child pornography, narcotics offences or murder.
3. I have not had any disciplinary proceedings brought against me by an employer, sporting organisation or similar body involving child abuse, sexual misconduct or harassment, acts of violence, intimidation or other forms of harassment.
4. I have never been sanctioned for an anti-doping rule violation under any anti-doping policy applicable to me.
5. I have never participated in, facilitated or encouraged any practice prohibited by the World Anti-Doping Agency Code or any other anti-doping policy applicable to me.
6. To my knowledge there is no other matter that the Rugby League organization may consider to constitute a risk to its members, employees, volunteers, athletes or reputation by engaging me.
7. I will notify the President or Chief Executive of the organization(s) engaging me immediately upon becoming aware that any of the matters set out in clauses 1 to 6 above has changed for whatever reason.

Declared in the State/Territory of ..... on

...../...../..... (date)

Signature .....

### Parent/Guardian Consent (in respect of person under the age of 18 years)

I have read and understood the declaration provided by my child. I confirm and warrant that the contents of the declaration provided by my child are true and correct in every particular.

Name: ..... Signature: .....

Date: .....

**Community Football Department, ARL Development**

Program proudly sponsored by  **OAMPS**  
Australian bred success



## OTHER AVAILABLE RESOURCES

Description	Available From
Australian Sports Commission – Ethics in Sport Material	Leverrier Crescent BRUCE ACT 2617 Phone: (02) 6214 1111 Website: <a href="http://www.ausport.gov.au/ethics">www.ausport.gov.au/ethics</a>
Play By The Rules	Website: <a href="http://www.playbytherules.net.au">www.playbytherules.net.au</a>