CHILD SAFETY CODE OF CONDUCT

Rupertswood Sports Clubs: Child Safety Code of Conduct

Safeguarding Children and Young People

Code of Conduct

Central to the mission of Rupertswood Sports Clubs is an unequivocal commitment to fostering the dignity, self-esteem and integrity of children and young people and providing them with a safe, supportive, inclusive and enriching environment to participate in sport.

Purpose

This Code of Conduct has a specific focus on safeguarding children and young people of the Rupertswood Sports Clubs against sexual, physical, psychological and emotional abuse or neglect by an adult towards children, children towards children. Any action that may be harmful or risk being interpreted by a reasonable observer as grooming behaviour is unacceptable. Comments or actions that are negatively and unreasonably critical of a person's culture, ethnicity, language, gender identity, disability, sexuality or age, are unacceptable. This code of conduct is intended to complement the Child Safety Policy and all mandatory reporting obligations

All players, coaches, volunteers, employees, team managers, assistants, sponsors/stakeholders, supporters, committee members and parents/guardians of the three Rupertswood Sports Clubs are expected to actively contribute to a community culture that respects the dignity of its members and embraces a safe and welcoming sporting environment. They are bound by, and required to abide to, this Code. Upon registering their child/ren, in a Rupertswood Sports Club, all parents/guardians will be required to read and sign the Code of Conduct

Acceptable behaviours

All players, coaches, volunteers, employees, team managers, assistants, sponsors/stakeholders, supporters, committee members and parents/guardians are responsible for supporting the safety of children by:

- adhering to the Rupertswood Sports Clubs Child Safe Policy and upholding the Code of Conduct;
- taking all reasonable steps to protect children from abuse and harm;
- treating everyone within sports clubs with respect (modelling positive and respectful relationships and acting in a manner that sustains a safe sporting environment);
- listening and responding to the views and concerns of children, particularly if they are telling you that they or another child have been abused or that they are worried about their safety/the safety of another child;
- promoting the cultural safety, participation and empowerment of Aboriginal and Torres Strait Islander children (for example, by never questioning an Aboriginal and Torres Strait Islander child's self-identification);
- promoting the cultural safety, participation and empowerment of children with culturally and/or linguistically diverse backgrounds (for example, by having a zero tolerance policy towards discrimination);
- promoting the safety, participation and empowerment of children with a disability (for example, by ensuring reasonable care is taken to cater for any additional needs being faced);
- ensuring that an adult is not alone with a child;
- reporting any allegations of child abuse to the police;
- understanding and complying with all reporting obligations as they relate to mandatory reporting and reporting under the *Crimes Act 1958* (Vic.); and
- reporting any child safety concerns to the President, or the Child Safety Officer, or if the concern relates to the President, report the concern to the Child Safety Officer. If an allegation of child abuse is made, ensuring as quickly as possible that the child/ren are safe.

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Unacceptable behaviours

All players, coaches, volunteers, employees, team managers, assistants, sponsors/stakeholders, supporters, committee members and parents/guardians must not:

- ignore or disregard any suspected or disclosed child abuse;
- develop any 'special' relationships with children that could be seen as favouritism (for example, the offering of gifts or special treatment for specific children);
- exhibit behaviours with children which may be construed as unnecessarily physical(for example, cuddle a child);
- engage in rough physical play (outside what is reasonably considered appropriate in a club training session) hold, massage or touch a child in an appropriate way and or/culturally insensitive way (unless the child is a member of your family)
- put children at risk of abuse (for example, by locking doors or being alone with a child);
- speak to a child in a way that is or could be construed by an observer as overtly harsh, threatening, intimidating, derogatory, or humiliating. Some examples may be offensive is swearing in the present of a child, or intimidating language or gestures directed a child;
- initiate unnecessary physical contact with children or do things of a personal nature that a child can do for themselves, such as toileting or changing clothes;
- manage disruptive or unsafe behaviour by degrading or isolating a child; corporal punishment is never acceptable. Physical restraint should only be used as a last resort or in an emergency;
- engage in open discussions of a mature or adult nature in the presence of children (for example, personal details or social activities);
- use inappropriate language in the presence of children;
- express personal views on cultures, race or sexuality in the presence of children;
- discriminate against any child because of age, gender, race, culture, vulnerability, sexuality, ethnicity or disability;
- have any online contact (including by social media, email, instant messaging etc.) with a child or their family who is/are not family or socially related (unless necessary e.g. by providing families with e-newsletters);
- use or exchange any personal communication channels/device such as a personal phone number or email account to conduct communications (unless the child is a member of your family);
- exchange personal contact details such as phone number, social networking sites or email addresses with a child or their family who is/are not family or socially related;
- photograph or video a child/ren or store images of a child/ren on personal electronic devices or as hard copies
- work with children while under the influence of illegal drugs;
- consume drugs within any sporting premises or at any sporting events;
- providing or allowing any child to consume illicit drugs;
- providing or allowing any child to consume alcohol;
- Using, possessing or being under the influence of alcohol whilst supervising a child (unless they are a member of your family, or your contact with a child is accidental or incidental and you are not performing your professional obligations);
- take children to their home or encourage meetings outside club activities or events (unless the child is a member of your family or parental permission has been provided) without the clubs knowledge and /or consent;
- Other than in an emergency or other abnormal situation where no other option could be reasonably foreseen, do not transport a child without permission from a parent or guardian.