

MT ALEXANDER WOMEN'S SPORTS CLUB



Child Safe Code of Conduct

This Code of Conduct sets expectations for how adults in our club should behave around children. This is important to help prevent children from being harmed. Child abuse takes many forms and can include physical, sexual and psychological abuse, ill-treatment and neglect. Our Child Safe Policy provides more information about these different types of abuse and can be accessed on our website.

We are committed to creating and maintaining an environment that promotes the safety of all children. This includes encouraging a culture where the prevention and reporting of abuse is supported and encouraged. All staff and volunteers are responsible for promoting the safety, wellbeing and empowerment of children.

In completing registration for the Auskick program, parents, carers and volunteers agree to be bound by both this Code of Conduct and all Club policies.

This Code of Conduct identifies positive child safe behaviours that we encourage all adults to support. It also identifies behaviours that we consider unacceptable. Engaging in unacceptable behaviour is a breach of this Code of Conduct and will result in managerial or disciplinary action and may require reporting to relevant authorities, including Victoria Police. Some examples of concerning behaviours are also provided below. These are behaviours that on their own may not constitute a breach of the Code of Conduct but together may indicate a pattern of behaviour that poses a risk to the safety of children.

I WILL:

- Treat all children and young people with respect
- Listen to and value children and young people's ideas and opinions and respond to them appropriately.
- Welcome all children and their families and carers by being inclusive
- Actively promote cultural safety and inclusion
- Welcome parents and carers to participate in decisions about any matters relevant to their child's safety Report any conflicts of interest (such as an outside relationship with a child)

- Adhere to all relevant Australian and Victorian legislation and our child safe policies and procedures
- Work within a team to ensure that the needs of the child (and their family) remain the paramount focus
- Participate in all compulsory training
- Raise concerns with management if risks to child safety are identified, including cultural, environmental and operational risks
- Report and act on any concerns or observed breaches of this Code of Conduct
- Take all reasonable steps to protect children from abuse
- Respect the privacy of children and their families by keeping all information about child protection concerns confidential
- Inform parents and carers if there are situations that need to be safely managed but are outside the boundaries of this Code of Conduct
- Take a child seriously if they disclose harm or abuse
- Ensure breaches of this Code are reported immediately
- Uphold the rights of the child and always prioritise their needs

I understand that the following behaviours are unacceptable, dangerous to children and will not be tolerated:

- Showing favour to one child over others.
- Using hurtful, discriminatory or offensive behaviour or language with children.
- Persistently criticising and/or denigrating a child.
- Verbally assaulting a child or creating a climate of fear.
- Ignoring or disregarding any concerns, suspicions or disclosures of child abuse.
- Exaggerating or trivialising child abuse issues.
- Failing to report information to police if you know a child has been abused.
- Engaging in unwarranted and inappropriate touching involving a child.
- Using sexual language or gestures in the presence of children
- Offering children and young people alcohol, cigarettes or other drugs.
- Showing children pornographic images.
- Condoning or participating in illegal, unsafe or abusive behaviour towards children, including physical, sexual or psychological abuse, ill-treatment, neglect or grooming.

I understand the following types of behaviour may be of concern:

- Being alone with a child when there is no professional reason for doing so
- Showing favour to one child over others

All staff, volunteers, families and community members are encouraged to speak up if they have concerns about the safety of children. Complaints about a breach of this Code of Conduct must be reported to our Child Safety Officer, Tallace Bissett. Tallace can be contacted on her mobile: 0421 357 882, or via the [website complaint form](#).

Reporting and safeguarding obligations

All adults must report to Victoria Police if they form a reasonable belief that a sexual offence has been committed by an adult against a child under the age of 16. It is an offence *not* to report ('[failure to disclose](#)'). It is also an offence for a person in a position of authority in an organisation not to take reasonable steps to remove or reduce an identified substantial risk of sexual offences being

committed against a child under 16 ([‘failure to protect’](#)). In addition, if any person forms significant concern for a child’s wellbeing, they can make a referral to the Orange Door. If the concern is about imminent and serious risk the report should be to Victoria Police or Child Protection.