



Girraween Little Athletics Centre Incorporated

CODE OF CONDUCT

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 Committee, volunteers and parents are responsible for promoting the safety, wellbeing, and empowerment of children.

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. [LAA-National-Child-Protection-Policy-June-2018.pdf \(lansw.com.au\)](https://lansw.com.au/laa-national-child-protection-policy-june-2018.pdf)

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 may result in managerial or disciplinary action.

Statement of Commitment to Child Safety

The types of abuse that the Code of Conduct is aiming to prevent and avert, unacceptable, and concerning behaviours.

I WILL:

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

Adhere to all relevant Australian and NSW 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 the committee executive 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 (such as driving an athlete to a competition or undertaking one-on-one training sessions).

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 WILL NOT:

Condone or participate in illegal, unsafe, or abusive behaviour towards children, including physical, sexual, or psychological abuse, ill-treatment, neglect, or grooming.

Ignore or disregard any concerns, suspicions, or disclosures of child abuse.

Exaggerate or trivialise child abuse issues.

Use hurtful, discriminatory, or offensive behaviour or language with children.

Fail to report information to police if I know a child has been abused.

Engage in unwarranted and inappropriate touching involving a child.

Persistently criticise and/or denigrate a child.

Deliberately prevent a child from forming friendships.

Verbally assault a child or create a climate of fear and /or use their position to denigrate a child.

Offer children and young people alcohol, cigarettes, or other drugs.

Show children pornographic images.

Encourage a child to communicate with me in a private setting.

Share details of sexual experiences with a child.

Use sexual language or gestures in the presence of children.

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.

Mentoring, coaching and/or tutoring a child out of hours. (Without Executive Committee approval).

Internal and external reporting obligations:

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 Member Protection Officer and in their absence either the President or Vice President.

Some breaches of this Code of Conduct may need to be reported to the NSW Police, the Department of Communities and Justice and the Office of the Children's Guardian. Our *Complaint Handling Policy* provides more information about our reporting

obligations to external authorities as well as describing protections and confidentiality provisions for anyone making a report. The policy can be found here [Microsoft Word - Complaint Handling Guidelines for Centres \(lansw.com.au\)](https://www.lansw.com.au/microsoft-word-complaint-handling-guidelines-for-centres) and is also available on our website.

Staff and volunteers who breach our Code of Conduct may also be subject to disciplinary action. This can include increased supervision, appointment to an alternative role, suspension, or termination from the organisation.

PLEASE NOTE:

An adult in child-related work in an organisation will commit an offence if they know another adult there poses a serious risk of abusing a child (under 18 years), and they have the power to reduce or remove the risk, and they negligently fail to do so.

All adults in NSW are required to report information to police if they know, believe reasonably ought to know that a child (under 18 years) has been abused.

I have read this Code of Conduct and agree to abide by it and its terms.

Name:

Signature:

Date:

Last reviewed: August 2022

Next review date: August 2024

Responsible officer: (Member Protection Officer)