

Darebin Women's Sports Club Incorporated

Child Safety Code of Conduct



The Darebin Women's Sports Club's is committed to creating and maintaining a child safe environment where all children and young people are safe and feel safe.

Our *Child Safety Code of Conduct* sets the boundaries and expectations for appropriate behaviours between adults and children and young people in the Club environment. It also clarifies behaviours that are not acceptable in our physical and online environments.

All behaviour should consider the needs and safety of children and young people:

- who identify as Aboriginal or Torres Strait Islander
- who are from culturally and linguistically diverse backgrounds
- who are living with disability
- who identify as LGBTI+, transgender and/or non-binary.

All players, committee members, volunteers, coaches, team managers, assistants, employees, contractors, Club members and parents of players of the Club are expected to act in accordance with the Code of Conduct.

Language and Tone of Voice

- **Should** provide clear direction, encourage and affirm the child and boost their confidence.
- **Should NOT** be harmful – i.e., derogatory (e.g. “you’re a loser”), threatening, frightening, profane, discriminatory, racist, sexual.

Adhering to professional role boundaries

- **Should** act only within the confines of your duties/role (e.g., if you’re a coach, just be a coach).
- **Should NOT** engage in activities or seek contact with a child outside of the sport (e.g., providing support to a child or their families that is unrelated to the sport)

Sending electronic communications to a child (emails, texts and other direct messages)

- **Must** copy parent(s)/guardian(s) into any text, email, Facebook or any other form of electronic communication message.
- **Must** only communicate with a child regarding issues relevant to the sport
- **Must** ensure that any messages are polite/friendly and in no way sexual in nature.
- **Must NOT** communicate with a child, request to be “friends” or “follow” a child using Internet chat rooms, social networking sites, game sites, instant messaging or anything of a similar nature, particularly to encourage social contact of an unauthorised nature.
- **Must NOT** request that a child keep communication a secret.

Supervision

- Avoid unsupervised situations with a child wherever possible - you should always be in view of others.
- Engage positively with our sport.
- Behave appropriately towards one another.
- Ensure that you are in a safe environment, protected from external threats.

Physical Contact:

- **Should** be appropriate to the delivery of the sport and it happens in front of other people and with the child or young person’s consent. (e.g., tackling, demonstrating skills and techniques, preventing injury, or keeping them safe, or high fives or a pat on the back to celebrate a win.)
- **Should NOT** involve any touch a child or young person does not consent to or that makes them feel uncomfortable.
- **Should NOT** involve any touch that seems sexual, involves a child or young person’s private parts, or embarrasses them.
- **Should NOT** involve any touch that happens in a private place like the changerooms, hotel room or a car.

Sexual Misconduct:

No form of “sexual behaviour” is to occur between, with or in the presence of a child, even if the child is above the legal age of consent – 16 years. This includes contact and non-contact behaviour (e.g. flirting,

sexual innuendo, electronic messaging or photography).

Positive Guidance and Discipline:

- Provides clear direction
- Gives a child an opportunity to redirect their misbehaviour in a positive way.
- **Must NOT** use physical punishment under any circumstances, nor any other treatment that could be considered as degrading, cruel, frightening, humiliating or discriminatory.

Giving gifts:

- **Should NOT** include giving gifts to a child without authorisation by parents/guardians.

Photographs/video footage of CYP:

- You may only take photographs or video footage of children involved in the Club if:
 - i. prior approval has been granted by their parent(s)/guardian(s)
 - ii. the context of the photo/footage is directly related to sport
 - iii. CYP are appropriately dressed and posed; and
 - iv. the image/footage is taken in presence of others involved in the sport
- Images **must NOT** be distributed to anyone outside the Club without knowledge and approval of a parent/guardian and Head of Sport or Child Safeguarding Officer.
- Images **must NOT** be exhibited online without parent/guardian approval unless the child is de-identified

Overnight Stays and Sleeping Arrangements for CYP:

Overnight stays are to only occur with the prior written authorisation of parents/guardians and the relevant Head of Sport.

Change Room arrangements: We must

- Supervise children in change rooms whilst balancing their right for privacy.
- Avoid one-to-one unsupervised situations with a child in a change room area (other than with their own child), whilst ensuring adequate supervision to keep a child safe (e.g., standing outside the entrance to the change room).
- Not dress/undress in the change room whilst children are present, unless they are playing in a Senior Team and there are other members of the team present.
- Ensure that photos, video or other recordings are not taken in change rooms. To manage this, consider a "NO MOBILE PHONES" policy and signage in change rooms.
- Ensure that participants use the change room of their affirmed gender.

Use, possession or supply of alcohol or drugs:

- All persons involved in the Club who are delivering a program or on overnight stays/camps involving children must not use, possess or be under the influence of illegal or illicit drugs, alcohol or be

incapacitated by any other legal drug, or supply alcohol or drugs to a child.

Transporting children:

- In appropriate circumstances, you may need to transport a child or young person in your private vehicle. Transport may only occur with the consent of a parent or carer by text or email.
- Where appropriate, a travel permission form should be signed in advance of transporting children and young people.
- Where it's a last-minute emergency, ensure you contact the parent or carer and confirm time of departure and time of arrival at their home with both the parent or carer and their child.
- Where possible, try to have more than one child in the car or another responsible adult.

Pick up and collection: We must:

- Ensure a child and their parents/guardians know the times/locations of training/matches and that they arrive before the scheduled times so that the child is not unattended.
- Have an operational phone and register of parent/guardian emergency contact details.
- Ensure the parent/guardian are aware of pick up details and that all relevant approvals are given.
- If a parent/guardian is late, make efforts to contact them, noting that it is not your responsibility to drive a child home. You should also ask the second last child and their parent/guardian to wait until the final child is collected.
- Not leave the training session or match until all children have been collected.
- If necessary, ask the parent/guardian to collect their kid(s) from the Club rooms if there are others present and arrangements are documented.
- If a parent/guardian is repeatedly late to collect their kid(s), notify the Head of Sport and CHild Safeguarding Officer.