



Mount View Netball Club Inc.

Child Safety Code of Conduct Version 1 (2017)

Effective 30/03/2017

**Review Date: First Committee Meeting
2019**

What is the Code of Conduct?

This Mount View Netball Club Child Safety Code of Conduct (**Code**) outlines the expected behaviour for interactions within Mount View Netball Club. It is based on Netball Victoria's Child Safety in Netball Policy (**Policy**) and the Child Safety Standards required of all sporting clubs in Victoria.

1. The Code of Conduct

This Code of Conduct outlines appropriate standards of behaviour by adults towards children.

The Code of Conduct aims to protect children and reduce any opportunities for abuse or harm to occur. It also helps staff and volunteers by providing them with guidance on how to best support children and how to avoid or better manage difficult situations. This Code of Conduct applies to all people involved in Mount View Netball Club's activities, including coaches, officials, volunteers and parents.

All Mount View Netball Club's members, volunteers and parents are responsible for promoting the safety and wellbeing of children and young people by:

- Adhering to our **Child Safety Policy**, and this **Code of Conduct**
- Taking all reasonable steps to protect children from abuse
- Treating everyone with respect, including listening to and valuing their ideas and opinions
- Welcoming all children and their families and carers and being inclusive
- Respecting cultural, religious and political differences and acting in a culturally sensitive way, particularly when interacting with children who are Aboriginal or otherwise culturally or linguistically diverse and those with a disability
- Modelling appropriate adult behaviour
- Listening to children and responding to them appropriately
- Reporting and acting on any breaches of this Code of Conduct, complaints or concerns appropriately and treat them seriously and with respect.
- Complying with our guidelines on physical contact with children
- Working with children in an open and transparent way – other adults should always know about the work you are doing with children
- Respecting the privacy of children and their families, and only disclosing information to people who have a need to know.

Mount View Netball Club's volunteers **MUST NOT**:

- Seek to use children in any way to meet the needs of adults
- Ignore or disregard any concerns, suspicions or disclosures of child abuse
- Use prejudice, oppressive behaviour or language with children

- Engage in rough physical games
- Discriminate on the basis of age, gender, race, culture, vulnerability or sexuality
- Initiate unnecessary physical contact with children or do things of a personal nature that children can do for themselves, such as toileting or changing clothes
- Develop 'special' relationships with specific children or show favouritism through the provision of gifts or inappropriate attention
- Exchange personal contact details such as phone number, social networking site or email addresses with children
- Have unauthorised contact with children and young people online or by phone.

By observing these standards you acknowledge your responsibility to immediately report any breach of this code to Linda Cristine she can be contacted by telephone 0419122520 or email mtviewnetballclub@gmail.com.

This Code of Conduct will be reviewed by Mount View Netball Club every two years.

1.1 Guidance on behaviour to keep children safe

1.1.1) Use of language and tone of voice

Language and tone of voice used in the presence of children and young people should:

- provide clear direction, boost their confidence, encourage or affirm them;
- not be harmful – therefore, avoid language that is intended to be, or is received or likely to be received by the individual it is directed at or any other person as:
- not be discriminatory, racist or sexist
- derogatory, belittling or negative, for example, by calling a child or young person a 'loser' or telling them they are 'too fat'
- threatening or frightening; and /or
- profane or sexual.

1.1.2) Supervision of Children and Young People

Adults responsible for supervising children must strive to ensure that club participants:

- engage positively within the club, our programs, events and the facilities we use;
- behave appropriately toward one another; and
- are in a safe environment and are protected from external threats.

Adults are required to avoid unsupervised situations with children and young people and (where possible) to conduct all activities and/or discussions with participants in view of other adults.

1.1.3) Use of electronic communications

Other than between children and young people, wherever possible, social media messages (such as text, email, Facebook or Instagram) sent to a child or young person by an adult should be copied to the child's parent or carer.

Where a parent is not included in the communication:

- Restrict such communication to issues directly associated with netball at the club such as advising that a scheduled event (such as training) is cancelled.
- Limit the personal or social content in such communications to what is required to convey the service-related message in a polite, friendly manner. In particular, do not communicate anything that a reasonable observer could view as being of a sexual nature.
- Do not use such communication to promote unauthorised 'social' activity or to arrange unauthorised contact.
- Do not request a child or young person to keep a communication a secret from their parents or carers.
- Do not communicate with children or young people using internet chat rooms or similar forums such as social networking sites, game sites or instant messaging.

1.1.4) Photographs of Children and Young People

Children and young people involved in Mount View Netball Club will only be photographed if:

- prior approval has been granted by their parents/guardian;
- the context is directly related to participation in Netball;
- the child or young person is appropriately dressed and posed; and
- the image is taken in the presence of other adults.

Except in the case of children and young people and/or their parents/carers distributing photos of themselves or their own children to each other or to others, images are not to be distributed (including an attachment to an email) to anyone outside the club other than the child photographed or their parent/carer, without knowledge and approval of a club official.

Images (digital or hard copy) are to be stored in a manner that prevents unauthorised access by others, for example:

- if in hard copy form, in a locked drawer or cabinet; or
- if in electronic form, in a 'password protected' folder.

Images (digital or hard copy) are to be destroyed or deleted as soon as they are no longer required. Images are not to be exhibited on the club's website without parental/carer knowledge and approval.

1.1.5) Physical contact with Children and Young People

Any physical contact with children and young people must be appropriate to the sport of netball, club events, programs or activities, such as when appropriately correcting netball technique.

Physical contact also needs to be based on the needs of the child or young person (such as to assist or comfort a distressed young person) rather than on the needs of an adult.

Under no circumstances should any adult have contact with children or young people participating in a club activity or event that involves touching genitals, buttocks; or the breast area unless that is part of delivering medical or health services to which parent's consent is clear and the medic is qualified to deliver necessary medical aid. Persons in Positions of Responsibility and Authority are required to report to a club official any physical contact initiated by a child or young person that is sexual and/or inappropriate, for example, acts of physical aggression, as soon as possible, to enable the situation to be managed in the interests of the safety of children.

1.1.6) Sexual misconduct and relationships

Under no circumstances is any form of 'sexual behaviour' to occur between, with, or in the presence of, children or young people participating in the club environment. Engaging in sexual behaviour while participating in Netball, events, programs or activities is prohibited even if the young persons involved may be above the legal age of consent.

'Sexual behaviour' needs to be interpreted widely, to encompass the entire range of actions that would reasonably be considered to be sexual in nature, including but not limited to:

- 'contact behaviour', such as sexual intercourse, kissing, fondling, sexual penetration or exploiting a child through prostitution; and/or
- 'non-contact behaviour', such as flirting between adults and children and young people, sexual innuendo, inappropriate text messaging, inappropriate photography or exposure to pornography or nudity.

1.1.7) Overnight stays and sleeping arrangements for Children and Young People

Overnight stays are to occur only with the authorisation of MVNC Committee and of the parents/carers of the children and young people involved.

Standards of conduct that must be observed by adults during an overnight stay include but are not limited to:

- providing children and young people with privacy when bathing and dressing;
- observing appropriate dress standards when Children and young people are present

- such as no exposure to adult nudity;
- not allowing children and young people to be exposed to pornographic material, for example, through movies, television, the Internet or magazines;
- not leaving children and young people under the supervision or protection of unauthorised persons such as hotel staff or friends;
- not involving sleeping arrangements that may compromise the safety of children and young people such as unsupervised sleeping arrangements, or an adult sleeping in the same bed as a child or young person;
- the right of children and young people to contact their parents, or others, if they feel unsafe, uncomfortable or distressed during the stay; and
- parents expecting that their children and young people can, if they wish, make contact.

1.1.8) Change room arrangements

Persons in Positions of Responsibility and Authority are required to supervise children and young people in change rooms while balancing that requirement with a child or young Person's right to privacy. In addition, adults

- should avoid one-on-one situations with children and young people in a change room area;
- are not permitted to use the change room area to, for example, undress, while children and young people are present unless they are also competing in a Netball event or are participating in a Netball training environment;
- need to ensure adequate supervision in 'public' change rooms when they are used;
- need to provide the level of supervision required for preventing child abuse by members of the public, adult service users, peer service users, or general misbehaviour, while also respecting a child's privacy; and
- need to ensure that females are not to enter male change rooms and males are not to enter female change rooms.

1.1.9) Use, possession or supply of alcohol or drugs

While on duty or carrying out their roles in the club, adults must not:

- use, possess or be under the influence of an illegal or illicit drug;
- use or be under the influence of alcohol;
- be incapacitated by any other legal drug such as prescription or over-the-counter drugs; and
- supply alcohol or drugs (including tobacco) to children and young people.

Use of legal drugs other than alcohol is permitted, provided such use does not interfere with a Person in Positions of Responsibility and Authority's ability to care for children and young people involved in the club's programs, events or activities.

1.1.10) Transporting children

Children and young people are to be transported by Persons in Positions of Responsibility and Authority (other than by their parent(s)/carer(s) only in circumstances that are directly related to Netball events, programs or activities. For example, children and young people should not be given causal lifts unrelated to Netball, events or activities by Persons in Positions of Responsibility and Authority.

Children are to be transported by Persons in Positions of Responsibility and Authority only with prior authorisation from the child or young Person's parent/carer. Gaining approval involves providing information about the proposed journey, including:

- the form of transport proposed, such as private car, taxi, self-driven bus, bus with driver, train, plane or boat;
- the reason for the journey;
- the route to be followed, including any stops or side trips; and
- details of anyone who will be present during the journey other than Persons in Positions of Responsibility and Authority.

Code of Conduct Approved by MVNC Committee: 30/3/17