

Richmond River Sailing & Rowing Club

Child Safety Code of Conduct

Commitment to child safety:

R.R.S.R.C. is 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 members and volunteers 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. This Code of Conduct identifies positive child safe behavior's that we encourage all adults to support. It also identifies behaviors that we consider unacceptable. Engaging in unacceptable behavior is a breach of this Code of Conduct and may result in managerial or disciplinary action. Some examples of concerning behaviors are also provided below. These are behavior's that on their own may not constitute a breach of the Code of Conduct but together may indicate a pattern of behavior that poses a risk to the safety of children.

We will: - types of behaviors our club encourages to keep children safe

- 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 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 (such as driving an child to a sailing 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

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We will not: - Unacceptable behaviors

Condone or participate in illegal, unsafe or abusive behavior 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 behavior 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
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

Concerning behaviors – understand these types of behaviors may be of concern:

Being alone with a child when there is no professional reason for doing so
Showing favor to one child over others
Training, mentoring and/or tutoring a child out of normal hours or requirement

Internal and external reporting obligations including whistleblower protection:

All Members, 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; - Nola Hallett**, or any member of the committee.

Nola can be contacted on. mobile: 0414 866 999
email: nolahallett@gmail.com

Penalties for staff and volunteers who breach the Code of Conduct:

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 as a link on our website: www.rrsrc.com.au

Members 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. Detailed descriptions of breaches are found in our Disciplinary Policy. This can be found as a link on our website: www.rrsrc.com.au

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

Name:

Signature:

Position:

Date:

Last reviewed: July 2022

Next review date: July 2023

Responsible officer: Nola Hallett

Position: Members Protection Officer