



Child Safety Standards

Purpose

This Code of Conduct has a specific focus on safeguarding children and young people at the Apollo Bay Football Netball Club against sexual, physical, psychological and emotional abuse or neglect. It is intended to complement other professional and/or occupational codes.

All committee, club support staff and volunteers, at the Apollo Bay Football Netball Club are expected to actively contribute to a club culture that respects the dignity of its members and follows the clubs core values. They are required to observe child safe principles and expectations for appropriate behaviour towards and in the company of children, as noted below.

Acceptable behaviours

All committee, club support staff and volunteers, at the Apollo Bay Football Netball Club are responsible for supporting the safety of children by:

- adhering to the club's child safe policy and upholding the clubs statement of commitment to child safety at all times
- taking all reasonable steps to protect children from abuse
- treating everyone in the club community with respect
- listening and responding to the views and concerns of children, particularly if they are telling you that they or another child has been bullied or that they are worried about their safety/or the safety of another child.
- promoting the cultural safety participation and empowerment of children with culturally and/or linguistically diverse backgrounds (for example by having a zero tolerance of discrimination)
- promoting the safety, participation and empowerment of children with a disability
- ensuring as far as practicable that non administration staff or any unauthorised adults are not left alone with a child
- reporting any allegations of child bullying to the committee for action

Unacceptable behaviours

All committee, club support staff and volunteers, at the Apollo Bay Football Netball Club, and any other member of the club community involved in child-related work: we must not:

- ignore or disregard any concerns, suspicions or disclosures of child bullying
- develop a relationship with any child that could be seen as favouritism
- ignore behaviours by other adults towards children when they appear to be overly familiar or inappropriate

- treat a child unfavourably because of their disability, age, gender, race, culture, vulnerability, sexuality or ethnicity.
- communicate directly with a child through personal or private contact channels (including by social media, email, instant messaging, texting etc) except where that communication is reasonable in all the circumstances, related to the club or where there is a safety concern or other urgent matters
- photograph or video a child in a club environment except in accordance with club policy or where required for duty of care purposes
- in the club environment or at other club events where children are present, consume alcohol contrary to club policy or take illicit drugs under any circumstances.