



Policy

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Child Safe Code of Conduct

Ensuring a Safe Environment for Children

Introduction

The National Principles for Child Safe Organisation's outline the importance of organisation's having effective policies and procedures that document how the organisation is safe for children and young people. The National Principles also emphasise the importance of embedding child safety and wellbeing in organisational leadership, governance, and culture. Developing and implementing a Child Safe Code of Conduct is one key aspect of fulfilling these principles.

What is a Child Safe Code of Conduct

A Child Safe Code of Conduct is a document outlining expected behaviours from all members of an organisation, and behaviours that are unacceptable, when interacting with children and young people

Aim of Shire Gymnastics Child Safe Code of Conduct

- Identify to leaders, staff and volunteers the expected behavioural standards for engaging with children and young people in our organisation. It should set a high standard of conduct for the protection and wellbeing of children and young people.
- Cover conduct in both the physical and online environments.
- Be easy for people to access and understand.
- Be covered in induction training for all staff and volunteers.
- Link to relevant legislation, the organisation's Child Safety and Wellbeing Policy and related policies and procedures, including those for receiving and responding to complaints and concerns and for reporting to external authorities.
- Link to relevant human resources and procurement processes in the organisation, for example recruitment processes, individual contracts, or terms of employment, and contracting of services from third parties.

All paid and unpaid staff, including volunteers, interns, or trainees of Shire Gymnastics are responsible for the safety and wellbeing of children and young people who engage with Shire Gymnastics. All paid and unpaid staff are expected to act in accordance with this Code of Conduct in their physical and online interactions with children and young people under the age of 16 years.

Shire Gymnastics Child Safe Code of Conduct

Ensuring a Safe Environment for Children

Commitment to Child Safety

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

I Will

1. Always Act in accordance with Gymnastics Australia, Gymnastics NSW and Shire Gymnastics child safety and wellbeing policies and procedures always.
2. Report any conflicts of interest (such as an outside relationship with a child)
3. Participate in all compulsory training
4. Treat all children and young people with respect.
5. Behave respectfully, courteously, and ethically towards children and their families and towards other staff.
6. Listen and respond to the views and concerns of children, particularly if they communicate (verbally or non-verbally) that they do not feel safe or well.
7. Welcome parents and carers to participate in decisions about their child's training schedule and any other matters about their safety.
8. Respect the privacy of children and their families by keeping all information about child protection concerns confidential.
9. Promote the human rights, safety, and wellbeing of all children in Shire Gymnastics.
10. Take a child seriously if they disclose harm or abuse.
11. Demonstrate appropriate personal and professional boundaries.
12. Consider and respect the diverse backgrounds and needs of children.
13. Create an environment that promotes and enables children's participation and is welcoming, culturally safe, and inclusive for all children and their families.
14. Involve children in making decisions about activities, policies and processes that concern them wherever possible.
15. Contribute, where appropriate, to Shire Gymnastics policies, discussions, learning and reviews about child safety and wellbeing.
16. Identify and mitigate risks to children's safety and wellbeing as required by Shire Gymnastics risk assessment and management policy or process.
17. Respond to any concerns or complaints of child harm or abuse promptly and in line with Shire Gymnastics policy and procedure for receiving and responding to complaints.
18. Raise concerns with management if risks to child safety are identified, including cultural, environmental, and operational risks.
19. Report and act on any concerns or observed breaches of this Code of Conduct.

20. Report all suspected or disclosed child harm or abuse as required by Australian and NSW legislation and by Shire Gymnastics policy and procedure on internal and external reporting.
21. Comply with Shire Gymnastics protocols on communicating with children.
22. Comply with Australian and NSW legislation and Shire Gymnastics policies and procedures on record keeping and information sharing.

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.
- 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 Behaviours

These types of behaviours may be of concern

- Engage in any activity that is likely to harm a child physically, sexually, or emotionally.
- Being alone with a child when there is no professional reason for doing so.
- Showing favour to one child over others.
- Babysitting, mentoring and/or tutoring a child out of work hours (without managerial approval for this kind of secondary employment).
- Arrange personal contact, including online contact, with children for a purpose unrelated to approved gymnastics activities.
- Filming and photographing children without consent.
- Ignore or disregard any suspected or disclosed child harm or abuse

Breaches

If I think this Code of Conduct has been breached by another person in Shire Gymnastics **I will:**

- Act to prioritise the best interests of children.
- Take actions promptly to ensure that children are safe.

- Promptly report any concerns to my manager, Shire Gymnastics Child Safety Officer, or the relevant manager or leader in Shire Gymnastics.
- Follow Shire Gymnastics policies and procedures for receiving and responding to complaints and concerns.
- Comply with relevant Australian and NSW legislative requirements on reporting if relevant, and with Shire Gymnastics policy and procedure on internal and external reporting.

Acknowledgement

I understand that any breach of Child Safe Policies or the Child Safe Code of Conduct must be reported immediately by me as part of my commitment to accountability and continuous improvement.

I also understand that in certain circumstances a breach may lead to disciplinary action up to and including dismissal, termination of services, termination of technical membership, a suspension of your WWCC, legal action, and/or criminal investigation and prosecution.

Signature

Full Name

Signature

Date