



Child Safety Code of Conduct June 2023





Berwick Netball Club Statement

Berwick Netball Club is committed to promoting and protecting children and young people from all forms of abuse, racism, neglect, and maltreatment.

It is the responsibility of every person, at every level of involvement in Berwick Netball Club, to understand the important and specific role they play individually and collectively to ensure the safety of all children and young people.

Berwick Netball Club has zero tolerance for child abuse and racism. Together we strive to empower children and young people through:

- ***Listening to their ideas and concerns***
- ***Valuing their contributions***
- ***Enabling Aboriginal, Torres Strait Islander and children and young people from Culturally and Linguistically Diverse backgrounds to express their culture and enjoy their cultural rights.***



Child Safety - Code of Conduct

Berwick Netball Club (BNC) is committed to protecting children and young people from all forms of abuse, racism, neglect, and maltreatment.

This Code of Conduct sets expectations for how Berwick Netball Club Committee members, volunteers and contractors will behave around children and young people. This helps children and young people to participate safely in our programs and competitions and have fun.

All Committee members, volunteers and contractors must always follow these standards of behaviour, including when at BNC venues, attending training, competitions, or camps and in online communication.

It is expected that all committee members, volunteers (e.g., Coaches, Team Managers, trainers) and contractors within the BNC community

WILL:

- Adhere to relevant Australian and Victorian legislation, peak body requirements, BNC Child Safety and Wellbeing Policy and other BNC policies and procedures (including those that cover discrimination, bullying and harassment).
- Promote the safety, welfare and wellbeing of children and young people.
- Treat children and young people with respect regardless of race, colour, gender and sexual identity, language spoken, religion, political or other opinion, national, ethnic, or social origin, disability, or other status.
- Use positive and affirming language toward and around children and young people.



- Capture image of children (other than your own), only with the express permission of the children / young person and their parents
- Provide supervision for children and young people (where appropriate) based on their age and level of maturity.
- Report and act on any behavioural complaints, concerns or observed breaches regarding the Code of Conduct to BNC Child Safe Officers or appropriate authorities.
- Report any concern, allegation, disclosure or witnessing of child abuse or maltreatment to the relevant person or authority.
- Treat all children and young people with respect, regardless of race, colour, sex, gender identity, sexual orientation, language, religion, political or other opinion.
- Make Aboriginal and Torres Strait Islander (ATSI) children, young people and families feel included, welcome, able to express their culture and enjoy their cultural rights.
- Ensure that children and young people from Culturally and Linguistically Diverse backgrounds feel safe, welcome and included.
- Listen to and value children and young people's ideas and opinions and respond to them if they feel unsafe.
- Report any conflicts of interest (such as an outside relationship with a child, or any other formal or informal relationships with a child that exist outside your organisational setting).
- Refrain from physical contact with children and young people except for the purposes of developing relevant sports skills or techniques and treating or preventing an injury.



It is expected that all committee members, volunteers (e.g., coaches, Team Managers, trainers etc) and contractors within the BNC community

WILL NOT:

- Condone or participate in illegal, unsafe, abusive, or harmful behaviour towards children and young people – this includes verbal and physical violence and abuse, sexual abuse, emotional or psychological abuse, grooming, neglect, or sexual misconduct.
- Engage in or use language or behaviour or expose children or young people to behaviour that is inappropriate, discriminatory, prejudicial, or oppressive, harassing, abusive, sexually provocative, demeaning or culturally inappropriate.
- Ignore or disregard any concerns, suspicions or disclosures of child abuse or harm.
- Be abusive or intimidating – such as yelling, moving into another person’s personal space, finger pointing, talking over the top of others.
- Use offensive language – swearing, using racial, cultural, homophobic, or sexist slurs.
- Develop ‘special’ relationships with children or young people or show favouritism through the provision of gifts, favours (e.g., additional court time that is outside of what is normal or expected, offers to provide individual coaching alone outside of scheduled coaching sessions) or unnecessary or unsuitable attention.
- Spend time alone with a child or young person in a secluded environment, being out of the direct line of sight of other BNC personnel.
- Initiate unnecessary physical contact with children or young people or do things of a personal nature that they can do for themselves (such as changing clothes).
- Enter changing facilities without first knocking.
- Use private text messages to communicate with a child or young person where open / group communication methods are available.
- Engage in unauthorised contact with a child or young person online for the purpose of developing a sexual relationship and/or communicate with a child about romantic, intimate, or sexual feelings.



- Take explicit photographs of children or young people or show them pictures, animations, images, or websites of an inappropriate or adult nature.
- Post online any information about a child or young person that may reveal their identity such as their full name, age, email address, telephone number, residence, or details of a club or group they may attend without the child's informed consent, and where appropriate based on the age and maturity of the child (and in all cases where the child is under 16 years) that of the parent or guardian of the child.

What happens if you breach this Code of Conduct?

Not following standards of acceptable and unacceptable behaviour is a breach of the BNC Code of Conduct and may result in disciplinary action, including and up to cessation of further engagement with BNC. Breaches will also be reported to the relevant authorities.

For more information

If you need clarification about your responsibilities, please speak with a BNC Child Safe Officer. See website for up-to-date contact details.



Berwick
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netball club