

Chipping Norton Lake Sailing Club

Child Safety Code of Conduct - May 2024

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 members are responsible for promoting the safety, well being and empowerment of children.

This code of conduct sets expectations for how adults in our club should behave around children. This is important to 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 behaviors 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 behaviors 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.

I WILL:

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 responsible 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 the Code of Conduct (such as driving a sailor 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 of Conduct are reported immediately

Uphold the rights of the child and always prioritise their needs

I WILL NOT:

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

Enter the change room or toilet with a child

Share details of sexual experiences with a child

Use sexual language or gestures in the presence of children

I understand that the following types of behavior may be of concern:

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 club hours (without managerial approval for this kind of secondary employment)

All staff, volunteers, families and club 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, David Cox or our Commodore Max Hubbard. David can be contacted directly on site at the sailing club, via Mobile phone on 0419 230 592 or by email dco34075@bigpond.net.au.

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.

Staff and volunteers who breach our code of conduct may also be subject to disciplinary action. This can include increased supervision, appointment to an alternate role, suspension or termination from the organisation.

PLEASE NOTE:

An Adult in child-related work in an organisation will commit an offence if they know another adult there poses a serious risk of abusing a child (under 18

years). And they know, believe or reasonably ought to know that a child (under 18 years) has been abused and they fail to report it.

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

Name:

Signature:

Date: