



GIRLS SPORT VICTORIA (GSV) CHILD SAFE CODE OF CONDUCT

This Code of Conduct applies to all GSV Officials, being any person engaged by or on behalf of GSV, including staff, volunteers, coaches, contractors, officials, umpires, referees, convenors and GSV management.

This Code of Conduct outlines appropriate standards of behaviour by adults towards children.

The aim of this Code of Conduct is to protect children from child abuse and to prevent circumstances which may allow child abuse to occur. It also aims to provide guidance on what is and what is not appropriate conduct, to better understand how to support children and how to avoid or better manage difficult situations.

Understanding diversity

In applying this Code of Conduct, GSV Officials should be mindful of the diverse backgrounds of children, including Aboriginal children and children from culturally and/or linguistically diverse backgrounds, and also the needs of children living with a disability. In doing so, GSV Officials should recognise that conduct which is appropriate for one child, may not necessarily be appropriate for another child.

Compulsory conduct

All GSV Officials are responsible for protecting children from child abuse, promoting the safety and wellbeing of children, and must:

- Comply with GSV's Child Safe Policy, Participant Protection Policy, this Code of Conduct and all other GSV policies
- Comply with GSV's guidelines for appropriate interaction with children, as contained in the Child Safe Policy
- Take all reasonable steps to protect children from child abuse
- Treat children with respect, including listening to and valuing their ideas and opinions, and responding appropriately
- Welcome all children and their families and carers, and act inclusively
- Respect cultural, religious and political differences and act in a culturally sensitive way, particularly when interacting with Aboriginal children or children from culturally and/or linguistically diverse backgrounds
- Be conscious of and respect the needs of children living with a disability
- Seek to become a positive role model to children by using appropriate language and behaviour, respecting differences in ability, and demonstrating appropriate conflict resolution and disciplinary techniques
- Make a report to GSV and/or the Department of Health and Human Services and/or the Police if they form a belief that a child has been, or is likely to be, the victim of child abuse
- Report any breaches of this Code of Conduct or any other GSV policy
- Handle reports and complaints regarding child safety, including complaints regarding child abuse, appropriately, with respect, and seriously
- Work with children in an open and transparent way such that other adults are aware of each GSV Official's interaction with children
- Respect the privacy of children and their families, and only disclose private information when appropriate.

Prohibited conduct

GSV Officials MUST NOT:

- Breach GSV's Child Safe Policy, Participant Protection Policy, this Code of Conduct, or any other GSV policy
- Make physical contact with children other than as set out in the Child Safe Policy
- Be alone with a child other than as set out in the Child Safe Policy
- Discuss or otherwise expose children to matters or material which is inappropriate for a child's age or development
- Exhibit prejudicial or oppressive behaviour to or around children, or use inappropriate or offensive language with or around children
- Direct or encourage children to participate in rough physical games or activities
- Leave children unsupervised
- Discriminate on the basis of age, sex, race, cultural background, religion, disability, gender diversity or sexual orientation
- Develop, or seek to develop, special relationships with children or show favouritism through the provision of gifts or inappropriate attention
- Exchange personal contact details with children such as phone numbers, social networking details or email addresses, or otherwise engage with children via such means.
- Have unauthorised contact with children online or by phone, or outside of GSV activities and events
- Ignore or disregard any concerns, suspicions or disclosures of child abuse

Application and acknowledgement

If a GSV Official, for whatever reason, experiences difficulty applying this Code of Conduct, they must immediately contact GSV management for further information and advice.

If a GSV Official believes that this Code of Conduct has been breached, they must immediately take all reasonable steps to ensure the protection of the child or children, and then complete and submit to GSV Management a Child Safe Incident Report as soon as practicable.

Breaches of this Code of Conduct will be addressed as set out in the Participant Protection Policy.

This Code of Conduct will be reviewed in conjunction with the GSV Child Safe Policy.