

2024

Child Safe Code of Conduct



Version 2.0

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www.knoxwaverleycc.com.au

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1. Background

Knox Waverley Calisthenics Club Incorporated (**KWCC**) is a not-for-profit sporting club fostering a fun, inclusive and safe environment in which girls, boys and women can develop their technical dance skills and perform in team or solo based competitions. KWCC is a child safe, drug free and inclusive environment.

The development and confidence of every member of the Club is encouraged through positive reinforcement and rewards. Each member of the Club has rights and responsibilities in accordance with the Club's and Calisthenics Victoria policies.

KWCC has zero tolerance for any form of Child abuse or neglect within its KWCC community.

2. Application

This Code of Conduct applies to all adults involved in KWCC activities, including coaches, assistants, officials, volunteers, performers, and parents/ carers/ guardians **18 years and over (Adults)**.

This document outlines the appropriate and expected conduct and behaviour of all adults within our Knox Waverley Calisthenics Club community (**KWCC Community**) towards children and young people and aims to protect them by reducing any opportunities for abuse or harm. It also provides clear guidelines for KWCC community adults regarding behavioural boundaries and how to best support children and avoid or better manage difficult situations.

This Code is not intended to provide a detailed and exhaustive list of 'what to do or not do' instead, it represents a clear framework that indicates the expected conduct and behaviour and is applicable at all times.

This Code must be read in conjunction with the KWCC Child Safety and Wellbeing Policy available on the KWCC website.

3. Conduct, Behaviour and Expectations

All Coaching staff and those with close interaction with children within our KWCC and wider community must have appropriate current working with children checks or acceptable equivalent.

All Knox Waverley Calisthenics Club adults are responsible for promoting the safety and wellbeing of children and young people by:

- Complying with the KWCC Child Safety and Wellbeing Policy, this Code of Conduct and other KWCC policies.
- Taking all reasonable steps to protect all children and young people from all forms of child abuse.
- Treating all children and young people with respect and courtesy, including listening to, and valuing their ideas and opinions.
- Welcoming all children and their families and carers and being inclusive.
- Respecting cultural, religious, and political differences and acting in a culturally sensitive way, particularly when interacting with children who are culturally or linguistically diverse (especially Indigenous children) or have a disability.
- Listening to children and responding to them appropriately and with respect.
- Reporting and acting on any breaches of this Code of Conduct, complaints or concerns in a timely and confidential manner and treat them seriously and with respect.
- Complying with our guidelines on physical and online contact with children.
- Working with children in an open and transparent way – other adults should always know about the work you are doing with children.

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- Respecting the privacy of children and their families, and only disclosing information to people who have a need to know.
- Encouraging children to voice concerns or issues that are making them feel uncomfortable or unsafe.

KWCC adults within our community **MUST NOT:**

- Seek to use or groom children or young people in any way to meet the needs of adults.
- Ignore or disregard any concerns, suspicions, or disclosures of child abuse.
- Use prejudice or offensive language, yell or degrade children or young people.
- Engage in physically or mentally rough games.
- Discriminate against any child based on age, gender, ability, race, culture, vulnerability, or sexuality.
- Initiate unnecessary physical contact with children or do things of a personal nature that children can do for themselves, such as toileting or changing clothes.
- Be alone with a child or young people unnecessarily.
- Develop 'special' relationships with specific children or show favouritism through the provision of gifts or inappropriate attention.
- Arrange personal contact, including online contact, with children or young people for a purpose unrelated to KWCC activities.
- Exchange personal contact details such as phone number, social networking site, or email addresses with children without the consent of a parent or guardian.
- Send or show inappropriate or explicit imagery including photos to children or young people.
- Have unauthorised contact with children and young people in person, online, through social media, by phone or via a third person.
- Take or use photos, images, or video of children or young people without express consent from parents/ guardians.
- Offer drugs, cigarettes, alcohol or vapes to children or young people within the KWCC community.
- Work with, direct or coach children and young people whilst under the influence of alcohol or prohibited drugs.
- Use other action that could lead to a participant being physically, emotionally or psychological harm

All KWCC adults and those engaging with our community must comply with this Code at all times whilst around children and young people and immediately report any breaches of this Code, the KWCC Child Safety and Wellbeing Policy to the **KWCC Child Safety Officer** immediately upon suspicion:

KWCC Child Safety Officer - Jan Camm (President) on 0434577994

DOCUMENT MANAGEMENT

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