



Code of Conduct (Child Safety)

Background

This Code of Conduct has been prepared by Altona Hockey Club to set out clear principles on the behaviour of all personnel, including staff, volunteers, and board members when interacting with children.

This Code of Conduct reflects our organisation's commitment to child safety and our zero tolerance for any form of child abuse.

We expect all of our staff, volunteers, board members and other adults associated with our organisation to share our commitment to child safety and to act appropriately towards children at all times. This Code of Conduct provides clear expectations of what we consider to be appropriate behaviour towards children.

Standards of conduct

Altona Hockey Club is committed to the safety of children.

All staff, volunteers, board members and other adults involved in Altona Hockey Club must commit to the following standards of behaviour in relation to children:

- Staff, volunteers, board members or other adults involved in Altona Hockey Club must ensure that they foster appropriate relationships with children and never take advantage of a relationship of trust that they develop with children.
- A child's physical boundaries must be respected at all times and you must ensure that your behaviour does not make them uncomfortable. We must also be aware that children may not be able to properly communicate this discomfort to adults and all staff, volunteers, board members or other adults involved in Altona Hockey Club must be aware of what constitutes appropriate physical contact.
- Everyone involved in Altona Hockey Club must have a zero tolerance approach to child abuse, must actively look into ways to continuously improve the protection of children, must actively seek to protect children from abuse and must prioritise the safety of the child.
- Concerns of children must be listened to and responded to appropriately, particularly where the concerns relate to child safety or child abuse.
- Everyone must be treated with respect, dignity and fairness. Children should not be singled out for attention or treatment (whether favourable or unfavourable).
- Any allegations of child abuse, information suggesting that child abuse may be occurring or child safety concerns must be immediately reported to an Altona Hockey Club Board member and must also be reported to the police or child protection authorities.

- Activities which may place a child at risk of physical, mental or emotional harm should not be undertaken or permitted. This can include the lack of supervision of children and asking or allowing children to engage in activities that are clearly unsafe.
- Wherever possible, adults should not be left alone with children.
- Concerns regarding the behaviour of staff, volunteers, board members or other persons associated with Altona Hockey Club towards children must be immediately reported to an Altona Hockey Club Board member.
- The cultural safety of aboriginal children and children from culturally or linguistically diverse backgrounds must be protected, fostered and encouraged.
- A safe and supportive environment must be provided for children with a disability.
- Behaviours which could constitute bullying must be avoided at all times. Any concerns about children being subject to bullying must be reported to an Altona Hockey Club Board member.
- Staff, volunteers, board members or other adults involved in Altona Hockey Club must use appropriate language when in the presence of children and avoid discussing adult or inappropriate topics in the presence of children.
- All staff, volunteers, board members or other adults involved in Altona Hockey Club must not engage in any behaviour regarding culture, race, ethnicity, religion, sex, sexuality or disability, which may be seen as derisive or derogatory. Altona Hockey Club treats all individuals equally and with respect and we expect others to do the same. We take a zero tolerance approach to discrimination.

This code of conduct, our Statement of Commitment to Child Safety and any directions or instructions we provide in relation to child safety must be complied with.

