



CHILD SAFE CODE OF CONDUCT

All staff, volunteers and board members of Fitzroy Doncaster Cricket Club are required to observe child safe principles and expectations for appropriate behaviour towards and in the company of children, as outlined below.

All personnel of Fitzroy Doncaster Cricket Club are responsible for supporting the safety, participation, wellbeing and empowerment of children by:

- adhering to Fitzroy Doncaster Cricket Club's child safe policy at all times
- taking all reasonable steps to protect children from abuse
- treating everyone with respect
- listening and responding to the views and concerns of children, particularly if they are telling you that they or another child has been abused and/or are worried about their safety or the safety of another
- promoting the cultural safety, participation and empowerment of children with culturally and/or linguistically diverse backgrounds (for example, by having a zero tolerance of discrimination)
- promoting the safety, participation and empowerment of children with a disability (for example, during personal care activities)
- ensuring as far as practicable that adults are not left alone with a child
- reporting any allegations of child abuse to Fitzroy Doncaster Cricket Club's leadership, and ensure any allegation is reported to the police or child protection authorities
- reporting any child safety concerns to Fitzroy Doncaster Cricket Club's leadership
- if an allegation of child abuse is made, ensuring as quickly as possible that the child/ren is/are safe
- encouraging children to 'have a say' and participate in all relevant organisational activities where possible, especially on issues that are important to them
- promoting the cultural safety, participation and empowerment of Aboriginal children (for example, by never questioning an Aboriginal child's self-identification).

Staff and volunteers must not:

- develop any 'special' relationships with children that could be seen as favouritism
- exhibit behaviours with children which may be construed as unnecessarily physical
- put children at risk of abuse

- do things of a personal nature that a child can do for themselves, such as toileting or changing clothes
- engage in open discussions of a mature or adult nature in the presence of children
- use inappropriate language in the presence of children
- express personal views on cultures, race or sexuality in the presence of children
- discriminate against any child, including because of culture, race, ethnicity or disability
- have any online contact with a child or their family (unless necessary, for example providing families with e-newsletters)
- ignore or disregard any suspected or disclosed child abuse.

By observing these standards you acknowledge your responsibility to immediately report any breach of this code to Fitzroy Doncaster Cricket Club's leadership.

If you believe a child is at immediate risk of abuse phone 000.

I agree to adhere to this Code of Conduct:

Name:

Signature:

Date: