



## Mordialloc Sailing Club

### Child Safe Code of Conduct

Feb 2022

#### Mission Statement

Mordialloc Sailing Club is a family and community orientated sailing club that provides affordable, high quality racing, training and recreational sailing. It provides social engagement for all members and the wider community in a welcoming, safe and responsible atmosphere. The club aims to foster a lifelong love of sailing and related water-based activities.

#### Purpose

This code of conduct is part of Mordialloc Sailing Club's (MSC) commitment to the safety and wellbeing of children and young people.

MSC committees, members and volunteers are committed to protecting children and young people from abuse or harm, in accordance with their legal obligations including child safe standards.

MSC promotes the cultural safety of Aboriginal and Torres Strait children and children from culturally and/or linguistically diverse backgrounds and the safety of children with a disability.

MSC respects and fosters the dignity and self-esteem of children and young people and enables them to thrive in the learning and development of their sailing skills.

#### Definition of a Child

A child or young person is any person under the age of eighteen.

#### Commitment to Child Safety

All children or young persons who are part of MSC have a right to feel and be safe.

The welfare of the children in our care will always be our first priority and MSC has

a zero tolerance to child abuse. MSC aims to create a child safe and child friendly environment

where children feel safe and have fun and MSC's activities are always carried out in the best interests of the children and young people.

### **Application of this Policy**

This policy applies to all individuals involved in our organisation (paid and volunteer) including, but not limited to:

- Flag Officers
- Instructors/ Coaches
- Officials
- Participants
- Volunteers
- Parents

### **All of the people to whom this policy applies have a role and responsibility in relation to child protection. They must all:**

1. understand the indicators and risks of child abuse
2. appropriately act on any concerns raised by children
3. understand and follow all applicable laws in relation to the protection of children and reporting or management of child safety concerns.

### **Child Abuse**

Child abuse can take a broad range of forms including:

- grooming online and in person,
- physical abuse, sexual abuse,
- serious emotional or psychological abuse
- or serious neglect. People to whom this policy applies need to be aware that child abuse can occur whenever there is actual or potential harm to a child, and these are circumstances that MSC is committed to reducing the risk of occurrence.

### **Children's Rights to Safety and Participation**

MSC club members and committees encourage children to express their views about their safety.

- We listen to their suggestions, especially on matters that directly affect them.
- We actively encourage all children who use our services to have a say about things that are important to them.
- We teach children about what they can do if they feel unsafe.
- We listen to and act on any concerns children, or their parents, raise with us.

### **Valuing Diversity**

MSC values diversity and does not tolerate any discriminatory practices. To achieve this we:

- support the cultural safety, participation and empowerment of Aboriginal and Torres Strait children and their families;
- support the cultural safety, participation and empowerment of children from culturally and/or linguistically diverse backgrounds and their families; and
- welcome children with a disability and their families and act to promote their participation

## Induction of Members

MSC takes the following steps to ensure best practice standards:

- Our commitment to Child Safety and familiarity with the Child Safe Code of Conduct is included as part of the induction process for new members.
- Working with Children Checks are required for all volunteers and committee members of the club.

## Supporting staff and volunteers

MSC seeks to attract and retain the best staff and volunteers.

- We provide support and supervision so people feel valued, respected and fairly treated. We have developed a Code of Conduct to provide guidance to our staff and volunteers, all of whom receive training on the requirements of the Code.

## Reporting a child safety concern or complaint

The Club has appointed Cassey Russell as a **Child Safety Person** with the specific responsibility for responding to any complaints made by staff, volunteers, parents or children. That person can be contacted on mobile **0407 486 193**

In a situation where there is an incident or complaint, the following processes should be implemented:

- Any person over the age of eighteen who forms a reasonable belief that a sexual offence has been committed by an adult is obliged to report that information to the police.
- If a person becomes aware that an incident is under investigation by Victoria Police they must not begin or continue their own investigation.
- Any child who is aware of or is subject to abuse by a person aged eighteen or over is encouraged to advise the Child Safety Person or a responsible parent or guardian.

## Risk Management

We recognise the importance of a risk management approach to minimising the potential for child abuse or harm to occur and use this to inform our policy, procedures and activity planning. In addition to general occupational health and safety risks, we proactively manage risks of abuse to our children. To reduce the risk of child abuse occurring, adults to whom this policy applies should avoid direct, unsupervised contact with children. For example, this should be a consideration when:

- using change room facilities

- using accommodation or overnight stays
- travel; or
- physical contact when coaching or managing children

## **Consequences of Breaching the Code of Conduct**

Staff, volunteers or contractors who breach this Code of Conduct may be subject to disciplinary actions that could include enhanced supervision, suspension or termination from MSC.

## **Standards of Behaviour Agreement**

All MSC staff, contractors and volunteers are responsible for promoting the safety and wellbeing of children and young people by agreeing to and adhering to the following standards of behaviour:

### **I WILL:**

- adhere to all relevant Australian and Victorian legislation, MSC's Child Safe Policy and other organisational policies, including obtaining a current Working with Children Check
- raise concerns with Flag Officers and Child Safe Officer\* if risks to child safety are identified in any of the activities or practices at MSC
- take all reasonable steps to protect children from abuse
- report and act on any behavioural complaints, concerns or observed breaches regarding this Code of Conduct
- report any concern, allegation, disclosure or observation of child abuse to a flag officer or Child Safe contact
- respect the privacy of children and their families by keeping all information regarding Child Protection concerns confidential, only discussing information with the relevant people to follow reporting procedure
- treat all children and young people with respect, regardless of race, colour, sex, gender identity, sexual orientation, language, religion, political or other opinion, national, ethnic or social origin, culture, property, disability or other status
- 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
- work with children in an open and transparent way – other adults should always know about the work being done with children

### **I WILL NOT:**

- condone or participate in behaviour with children that is illegal, unsafe or abusive
- seek to use children in any way to meet the needs of adults

- ignore or disregard any concerns, suspicions or disclosures of child abuse
- exaggerate or trivialise child abuse issues
- use hurtful, discriminatory or offensive behaviour or language with children
- engage in rough physical games
- discriminate on the basis of age, sex, gender identity, race, culture or sexual orientation
- 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
- develop 'special' relationships with specific children or show favouritism through the provision of gifts or inappropriate attention
- exchange personal contact details such as phone numbers, social networking details or email addresses with children
- have unauthorised contact with children and young people online, on social media or by phone
- use any computer, mobile phone, or video or digital camera to exploit or harass children.

By observing these standards, you acknowledge your responsibility to immediately report any breach of this code to Mordialloc Sailing Club Child Safety Officers\* or a Mordialloc Sailing Club Flag Officer.

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

\*MSC Child Safety Officers 2022, Cassey Russell phone: 0407 486 193

## Related Documents and Policies

MSC Child Safe Policy

MSC Policies

[Child safeguarding eLearning module](#)- free eLearning module on how you can implement the Child Safe Policies.

[Victorian State Child Safe Policies](#)

[Being a Child Safe Organisation](#)

[Working with Children Check Information](#)

[Australian Sailing Child Safeguarding Policy](#)

## Review

This document will be reviewed Jan 2023.

This document was reviewed and ratified by MSC Exec Committee 2022

