



FOOTSCRAY HAWKS BASKETBALL CLUB

CHILD SAFETY | CODE OF CONDUCT

Version 1

Child Safety Code of Conduct

The Footscray Hawks Basketball Club acknowledges that children and young people are part of the club community as players, volunteers, and spectators.

All children in the Club's community, regardless of their gender, culture, religious beliefs, age, ability, sexual orientation, or family or social background, have equal rights to safety, participation, well-being, empowerment, and protection from abuse.

The Footscray Hawks Basketball Club does not tolerate any abuse of children and young people. It will employ best practices to provide safe physical environments and protect children and young people from harm.

The Child Safety Code of Conduct outlines the Club's expectations of standards of behaviour towards and in the company of children and young people, including conduct on and off the court.

The Code applies to all members of the Club community, who are all responsible for supporting the safety, participation, well-being, and empowerment of those under the age of 18 in all areas of Club-related activity.

The Footscray Hawks Basketball Club supports and expects its community to:

- behave in accordance with the Club's Child Safety Policy;
- help provide open, safe, and supportive physical environments for children and young people to interact and undertake Club-related activities;
- identify and take all reasonable steps to protect children and young people from harm or abuse, including immediately reporting any child safety concerns or allegations of child abuse or harm;
- have a current Registration to Work with Children if required to do so;
- recognise and respect the needs of children and young people from Aboriginal and Torres Strait Islander and culturally and/or linguistically diverse backgrounds;
- recognise the needs of children and young people with a disability and identify appropriate ways to support them;
- be mindful that children and young people are not necessarily identifiable when integrated around the club;
- be open and transparent and keep other adults informed of Club activities involving children and young people;
- listen and appropriately respond to the views and concerns of children and young people, especially concerning abuse, their safety, or the safety of another;
- ensure, as far as practicable, that a child or young person is not left alone with an adult who is not their parent/guardian, registered working with children volunteer or equivalent, and
- model appropriate adult behaviour.

Inappropriate and unacceptable behaviour in relation to child safety by members of the Club community includes, but is not limited to:

- exchanging personal contact details, including social networking contacts, with a child or young person or making unauthorised contact online or via other means with children or their families;
- including in Club-related activities content and discussion that is inappropriate to a child or young person’s age or developmental stage;
- failing to secure informed consent from parents/guardians or equivalent before filming or photographing a child or young person and/or not complying with restrictions and cultural norms for reproducing or using those images.
- ignoring or disregarding any concerns, suspicions or disclosures of child abuse or harm;
- initiating unnecessary or inappropriate physical contact with children or young people;
- failing to mitigate foreseeable risks associated with activities involving children or young people;
- using language or behaviour that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate;
- developing a ‘special’ relationship with a child or young person that could be perceived as grooming, and
- using online systems or digital devices to exploit or harass children or young people, or access or share content that does so.

Definitions

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| Child/Children and young people | Individuals under the age of 18 years. |
| Child abuse | Any act committed against a child involving physical violence or threats of physical violence, sexual abuse, serious emotional or psychological abuse or serious neglect. |
| Child-safe environment | Respectful and protective physical and online environments where children and young people can participate safely from harm in the Club’s activities. |
| Child safety | Measures to protect children from child abuse. |
| Cultural safety | A product of working and learning environments that acknowledge, respect and empower the unique cultural identity and well-being of an individual, that enable safe services and care, and which is determined by the individual. |
| Grooming | Conduct such as displaying favouritism, isolating a child or young person from others, encouraging secrecy, or giving gifts, is undertaken to establish trust in preparation for child abuse later. |
| Guardian or equivalent | An adult responsible for ensuring the safety and well-being of a child or young person while they are engaging |

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| | with the Club. It may include Coaches, grandparents, carers, or registered working with children volunteers. |
| Club community | Committee members, coaches, team managers, volunteers, players, and all other individuals engaged with the club. |
| Club-related activities | Activities reasonably connected with or authorised by the Club, and/or taking place online, on or off the court. |