



Policy 007 Child Safe Code of Conduct

Child Safe Code of Conduct for Instructors and Coaches

Purpose

This Code of Conduct establishes the standards of behaviour expected of all instructors, coaches, employees, contractors, and volunteers who work with children and young people.

All personnel must read, understand, and comply with this Code as a condition of their engagement with the organisation.

Our Commitment

We are committed to providing a safe, supportive, respectful, and inclusive environment where children and young people can learn, participate, and develop free from harm, abuse, neglect, bullying, discrimination, or exploitation.

The welfare and best interests of children will always be our highest priority.

I Will

I will:

- Treat all children and young people with dignity, respect, and fairness.
- Act as a positive role model at all times.
- Promote the safety, wellbeing, participation, and empowerment of children.
- Respect cultural diversity and support the cultural safety of Aboriginal and Torres Strait Islander children.
- Follow all organisational child safety policies and procedures.
- Maintain appropriate professional boundaries.
- Work in open and observable environments wherever possible.
- Obtain permission before providing physical assistance or instruction.
- Listen to and take seriously any concerns raised by children or their families.
- Report concerns regarding child safety immediately through the appropriate channels.
- Maintain a current Blue Card where required.

- Participate in required child safety and child protection training.
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I Will Not

I will not:

- Engage in any form of physical, emotional, sexual, or verbal abuse.
 - Use inappropriate, discriminatory, humiliating, or offensive language.
 - Develop inappropriate personal relationships with children.
 - Communicate privately with children through personal social media accounts or messaging applications.
 - Transport children alone unless authorised and unavoidable.
 - Spend unnecessary time alone with a child away from others.
 - Share inappropriate images, videos, or electronic content.
 - Ignore or fail to report concerns about child safety.
 - Consume alcohol or illegal substances while responsible for supervising children.
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Social Media and Electronic Communication

Personnel shall:

- Use only approved communication channels when contacting children or their parents.
 - Copy parents or guardians into communications where appropriate.
 - Avoid personal friendships or private online relationships with children.
 - Ensure that all electronic communications remain professional, transparent, and directly related to organisational activities.
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Physical Contact

Appropriate physical contact may occur when:

- Providing safety instruction or emergency assistance.
- Assisting with sailing, sporting, or training activities.
- Preventing injury or responding to an emergency.

Any physical contact shall:

- Be appropriate, necessary, and respectful.
- Be explained to the child beforehand where practical.
- Occur in the presence of others whenever possible.

Reporting Responsibilities

All personnel have a responsibility to report:

- Suspected abuse or neglect.
- Grooming behaviours.
- Breaches of this Code of Conduct.
- Unsafe practices or environments.
- Concerns raised by children, parents, or other personnel.

Reports shall be made immediately to the designated Child Safety Officer or senior management.

Declaration

I acknowledge that I have read, understood, and agree to comply with this Child Safe Code of Conduct.

Name: _____

Position: _____

Signature: _____

Date: _____