



Banks Rowing Club Code of Conduct

Banks Rowing Club is committed to the safety and wellbeing of children and young people. Our rowing community recognises the importance of, and a responsibility for, ensuring our club is a safe, supportive and enriching environment which respects and fosters the dignity and self-esteem of children and young people, and enables them to thrive in their training and development.

This Code of Conduct aims to protect children and reduce any opportunities for child abuse or harm to occur. It also assists in understanding how to avoid or better manage risky behaviours and situations. It is intended to complement child protection legislation, Rowing Victoria policy, Club policies and procedures and professional standards, codes or ethics as these apply to staff and other personnel.

The President and Committee of Banks Rowing Club will support implementation and monitoring of the Code of Conduct, and will plan, implement and monitor arrangements to provide inclusive, safe and orderly schools and other learning environments. The President and Committee of Banks Rowing Club will also provide information and support to enable the Code of Conduct to operate effectively.

All Committee members, coaches and any other member of the Banks Rowing Club involved in child-related work are required to comply with the Code of Conduct by observing expectations for appropriate behaviour below. The Code of Conduct applies in all Club situations, including camps and in the use of digital technology and social media.

Acceptable behaviours

As committee members, coaches and any other member of the Banks Rowing Club involved in child-related work, **we are responsible for supporting and promoting the safety of children**

by:

- upholding the Club's statement of commitment to child safety at all times and adhering to the Club's child safe policy.
- treating children and families in the Banks Rowing Club with respect both within the Club environment and outside the Club environment as part of normal social and community activities.
- listening and responding to the views and concerns of children, particularly if they are telling you that they or another child has been abused or that they are worried about their safety/the safety of another child.
- promoting the cultural safety, participation and empowerment of Aboriginal and Torres Strait Islander children.
- promoting the cultural safety, participation and empowerment of children with culturally and/or linguistically diverse backgrounds
- promoting the safety, participation and empowerment of children with a disability reporting any allegations of child abuse or other child safety concerns to the Club's leadership, or Child Safety Officer.



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- understanding and complying with all reporting or disclosure obligations (including mandatory reporting) as they relate to protecting children from harm or abuse.
- if child abuse is suspected, ensuring as quickly as possible that the child is safe and protected from harm.

Unacceptable behaviours

As Committee members, Coaches and any other member of the Banks Rowing club involved in child-related work, **we must not:**

- ignore or disregard any concerns, suspicions or disclosures of child abuse
- develop a relationship with any child that could be seen as favouritism or amount to
- ‘grooming’ behaviour (for example, offering gifts)
- exhibit behaviours or engage in activities with children which may be interpreted as abusive and not justified by the educational, therapeutic, or service delivery context
- ignore behaviours by other adults towards children when they appear to be overly familiar or inappropriate
- discuss content of an intimate nature or use sexual innuendo with children.
- treat a child unfavourably because of their disability, age, gender, race, culture, vulnerability, sexuality or ethnicity.
- communicate directly with a child through personal or private contact channels (including by social media, email, instant messaging, texting etc) except where that communication is reasonable in all the circumstances related to extra-curricular activities or where there is a safety concern or other urgent matter
- photograph or video a child in a Club environment except in accordance with club policy or where required for duty of care purposes¹

Members Name: _____

Members Signature: _____

Date: _____

This Code of Conduct was endorsed/approved by the [Banks Rowing Club Committee on 20 June 2018 for review if legislative or other changes require in the interim or no later than December 201