

CHILD AND YOUTH SAFETY CODE OF CONDUCT

This code of conduct outlines appropriate standards of behaviours by adults towards children. The code of conduct aims to protect and reduce any opportunities for abuse or harm to occur. It also helps staff, volunteers and Derwent Sailing Squadron (the "Squadron") representatives by providing them with guidance on how to best support children and how to avoid or better manage a difficult situation.

All staff, volunteers, and Club representatives of the Squadron are responsible for the safety and wellbeing of children/youth by:

- Comply with relevant legislation including [Child and Youth Safe Organisations Act 2023](#);
- Adhering to Squadron child and youth safety and wellbeing policies and procedures.
- Taking all responsible steps to protect children from abuse.
- Treating everyone with respect, including listening to and valuing ideas, view, opinions and concerns.
- Welcoming all children and their families and carers and being inclusive.
- Respecting cultural, religious and political differences and acting in a culturally sensitive way.
- Promoting participation and empowerment of children with linguistically diverse backgrounds.
- Modelling appropriate adult behaviour.
- Listening to children and responding appropriately.
- Professionally introduce themselves and show identification to children and young people and their parent/guardian;
- Wherever possible, ensure another adult is present when working with children and young people, or where there is a likelihood of children and young people being present;
- When photographing or filming a child or using a child's image for work related purposes, where their face is identifiable, obtain informed consent from the child and parent or guardian of the child;
- Ensure any communications present children and young people in a dignified and respectful manner and do not reveal identifying information about a child;
- Immediately report to the General Manager (or their delegate) concerns or allegations of child harm, and any failure to comply with this policy;
- Immediately disclose to the Squadron all charges, convictions and other outcomes of an offence that relate to child harm, including those that occurred before or during association with the department.
- Respecting the privacy of children and their families, and only disclosing information to people who have the need to know.

Staff and volunteers may NOT:

- Exhibit behaviours with children/youth which may be construed as unnecessary physical contact or do things of a personal nature that children/youth can do for themselves (e.g. toileting or helping change clothes).
- Not use any computers, mobile phones, video cameras, cameras or social media to exploit or harass children or young people, or access child exploitation material through any medium;
- Not use language or behaviour towards children and young people that is inappropriate, harassing, physically or emotionally abusive, sexually provocative, demeaning or culturally

inappropriate;

- Not have contact with children and young people outside of the work environment if that contact has arisen in the course of their duties including any unauthorized contact with children/youth via phone or social media ;
- Discriminate based on age, culture, gender, race, vulnerability or sexuality.
- Ignore any suspected or disclosed child abuse.

By observing the code of conduct you acknowledge your responsibility to immediately report any breach of this code to Derwent Sailing Squadron General Manager (or delegate).

Approved by

The Board

Signature:



Name: Nick Connor

Date: 25th July 2024

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