



## **VOLUNTEER CODE OF CONDUCT- CHILD SAFETY**

Heatherdale Cricket Club is committed to the safety and wellbeing of our members. We have zero tolerance towards child abuse of any kind. Our 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 learning and development through the game of cricket.

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, Cricket Victoria policies and procedures and professional standards, codes or ethics as these apply to volunteers and club personnel.

The President and committee members of Heatherdale Cricket Club will support implementation and monitoring of the Code of Conduct, and will plan, implement and monitor arrangements to provide inclusive, safe and orderly club environments.

All volunteers and member of the cricket club community involved in child-related work, and are in direct contact with children, 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 games, training and social events run by the club.

### **Acceptable behaviours:**

As volunteers and members of the cricket club community involved in child-related activities individually, we are responsible for supporting and promoting the safety of children by:

- adhering to the club's child safe policy and act in accordance with all Cricket Victoria policies,
- treating junior members and families in the cricket club community with respect,
- listening and responding to the views and concerns of junior members, 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 junior members,
- promoting the cultural safety, participation and empowerment of junior members with culturally and/or linguistically diverse backgrounds,
- promoting the safety, participation and empowerment of junior members with a disability,
- reporting any allegations of child abuse or other child safety concerns to the club's leadership or child safety officer (President),
- 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 junior member(s) are safe and protected from harm,
- only consuming alcohol in moderation at junior club events. Volunteers and members of the cricket club are to be mindful of their duty of care obligations when working with junior members.



### **Unacceptable behaviours:**

As volunteers and members of the cricket club community involved in child-related activities we must not:

- ignore or disregard any concerns, suspicions or disclosures of child abuse,
- develop a relationship with any student that could be seen as favouritism or amount to 'grooming' behaviour (for example, offering gifts),
- exhibit behaviours or engage in activities with junior members which may be interpreted as abusive and not justified in the context of cricket club service delivery,
- ignore behaviours by other adults towards junior members when they appear to be overly familiar or inappropriate,
- treat a child unfavourably because of their disability, age, gender, race, culture, religion, vulnerability, sexuality or ethnicity,
- communicate directly with a junior member 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 club operations or where there is a safety concern or other urgent matter,
- have a social media relationship with children using a personal account,
- photograph or video a child in a club environment without parental permission, or except where required for duty of care purposes,
- use camera phones, videos and cameras inside changing areas, showers and toilets.
- consume alcohol during coaching/training time/hours, or during junior games, where you have primary duty of care,,
- take illicit drugs under any circumstances with, around or with the knowledge of junior members.

