



# Child Safe Code of Conduct

## Commitment to child safety

At Hunters Hill Tennis Club, we are committed to supporting the safety of all children, with a zero-tolerance approach to abuse. This includes a culture where preventing and reporting abuse is encouraged and supported.

All coaches and volunteers are responsible for promoting the safety, wellbeing and empowerment of children. This includes understanding and responding to children's diverse needs and cultural considerations.

Our Child Safe Code of Conduct sets out how we expect adults in our Club to behave around children to help prevent harm and abuse in our physical spaces and online.

Engaging in unacceptable behaviour is a breach of our Child Safe Code of Conduct and may result in disciplinary action.

## Acceptable and unacceptable behaviours in our organisation

The list of the types of behaviour Hunters Hill Tennis Club considers acceptable in relation to children who are interacting with the Club include:

- treating all children with respect;
- upholding the rights of the child and always prioritise their needs;
- making sure the needs of all children remain the paramount focus of any decision-making;
- listening to and valuing the ideas and opinions of all children, and responding to them appropriately;
- welcoming all children and their families and carers, and ask them to participate in decisions around child safety;
- actively promoting safe and inclusive practices for all children;
- adhering to the Club's child safe policies, procedures and practices;
- participating in all compulsory child safe training;
- including a child's parent or carer in any direct online communication or correspondence;
- taking all reasonable steps to protect children from harm and abuse, and reporting and act on any concerns or allegations;
- raising concerns with the Club's management committee if risks to child safety are identified;
- taking a child seriously if they disclose harm or abuse and follow the correct procedures for responding to a disclosure;
- making sure breaches of the Child Safe Code of Conduct and any instances of concerning behaviour from adults are reported immediately; and
- respecting the privacy of children, and their families, and keep all information about child protection concerns confidential.

The list of the types of behaviour Hunters Hill Tennis Club considers unacceptable in relation to children who are interacting with the Club include:

- condoning or participating in unsafe, harmful or abusive behaviour towards children, including psychological, physical and sexual abuse, grooming, misconduct or lack of appropriate care;
- ignoring or disregarding any concerns, suspicions or disclosures of child abuse;
- exaggerating or trivialising child abuse issues;
- persistently criticising or denigrating a child;
- using hurtful, discriminatory or offensive behaviour or language with children;
- verbally assaulting a child, or creating a climate of fear;
- deliberately preventing a child from forming friendships;
- engaging in unwarranted and inappropriate touching involving a child;
- being alone with a child without supervision or adequate risk management in place;
- encouraging a child to communicate in a private setting, including online or on social media;
- giving personal gifts or benefits of any kind to a child unless direct permission has been given from the parent or carer;
- sharing details of sexual experiences with a child;
- using sexual language or gestures in the presence of children;
- showing sexual, violent or other inappropriate images to a child;
- taking videos or images of children interacting with the Club or under the care of the organisation on a personal device without permission from the Club;
- sharing videos or images of children on social media without consent; and
- failing to report information to police or other relevant authorities if I know a child has been harmed or abused (see reporting obligations below).

## Internal and external reporting obligations

All coaches and volunteers must follow the internal and external reporting obligations set out in the Club's Child Safe Policy.

## Criminal offences for not acting to protect children

Some breaches of this code of conduct may need to be reported to NSW Police, the Office of the Children's Guardian or the Department of Communities and Justice.

It is a criminal offence for adults not to report to police if they know or believe that a child abuse offence has been committed. In addition, people employed in child-related work may be subject to a criminal offence if they fail to reduce or remove the risk of a child becoming a victim of child abuse.

The adult concerned should reach out to a Club's Secretary if they are unsure of what may need to be reported externally.

## Penalties for staff or volunteers who breach our Child Safe Code of Conduct

Coaches or volunteers who breach our Child Safe Code of Conduct but do not commit a criminal offence may still be subject to disciplinary action. This can include increased supervision, appointment to a different role, additional training, suspension or termination from the service.