



FedUni WestVic
Academy of Sport

Child Safe Standards and Code of Conduct Agreement

PURPOSE

WestVic Academy of Sport (WVAS) is committed to zero tolerance of child abuse. All staff, coordinators, coaches, conditioning support staff and members of our community have a duty of care to protect the safety, health and wellbeing of children in their care.

A Child Safety Code of Conduct lists behaviours that are acceptable and those that are unacceptable. It provides a high-level statement of professional boundaries, ethical behaviour and acceptable and unacceptable relationships.

When individuals are clear about behavioural expectations, they are much more likely to act appropriately with each other and with children. When everyone is educated about the Code of Conduct and the reasons it is so important to uphold, the Academy environment becomes much more transparent and people are accountable for their behaviour. Above all, a Child Safety Code of Conduct helps to protect children from harm.

PROCEDURE

Child Safety Code of Conduct

This Child Safety Code of Conduct outlines appropriate standards of behaviour for all adults towards athletes. The Code serves to protect athletes, reduce any opportunities for abuse or harm to occur, and promote child safety in the Academy environment. It provides guidance on how to best support athletes and how to avoid or better manage difficult situations. Where a staff member breaches the Code, WVAS may take disciplinary action, including in the case of serious breaches, summary dismissal.

WVAS is committed to revising the Code annually.

WVAS has the following expectations of behaviours and boundaries for all adults interacting with athletes throughout the Academy program.

ACCEPTABLE:

- Behave as a positive role model to athletes.
- Promote the safety, welfare and wellbeing of athletes.
- Be vigilant and proactive with regard to athlete safety and child protection issues.
- Ensure as far as practicable that adults are not alone with a child.
- Provide age appropriate supervision for athletes.
- Comply with guidelines published by the Academy with respect to child protection.

- Treat all athletes with respect.
- Promote the safety, participation and empowerment of athletes with a disability.
- Promote the cultural safety, participation and empowerment of linguistically and culturally diverse athletes.
- Use positive and affirming language toward athletes.
- Encourage athletes to 'have a say' and then listen to them with respect.
- Respect cultural, religious and political differences.
- Help provide an open, safe and supportive environment for all athletes to interact and socialise.
- Intervene when athletes are engaging in inappropriate bullying behaviour towards others or acting in a humiliating or vilifying way.
- Report any breaches of this Child Safety Code of Conduct and ensure that your legal obligations to report allegations externally are met.
- Where an allegation of child abuse is made, ensure as quickly as possible that the athlete involved is safe.
- Respect the privacy of athletes and their families and only disclose information to people who have a need to know.
- Call the Police on 000 if you have immediate concerns for an athlete's safety.

NOT ACCEPTABLE:

- Engage in any form of inappropriate behaviour towards athletes or expose athletes to such behaviour.
- Use prejudice, oppressive behaviour or inappropriate language with athletes.
- Express personal views on cultures, race or sexuality in the presence of athletes or discriminate against any athlete based on culture, race, ethnicity or disability.
- Engage in open discussions of an adult nature in the presence of athletes.
- Engage in any form of sexual conduct with an athlete including making sexually suggestive comments and sharing sexually suggestive material.
- Engage in inappropriate or unnecessary physical conduct or behaviours including doing things of a personal nature that an athlete can do for themselves, such as toileting or changing clothes.
- Engage in any form of physical violence towards an athlete including inappropriately rough physical play.
- Use physical means or corporal punishment to discipline or control an athlete.
- Engage in any form of behaviour that has the potential to cause an athlete serious emotional or psychological harm.
- Engage in out of hours contact with athletes on unrelated Academy business.
- Develop 'special' relationships with athletes that could be seen as favouritism (for example, the offering of gifts or special treatment for specific athletes).
- Engage in undisclosed private meetings (non-designated training sessions for example) with an athlete, that is not your own child.
- Engage in inappropriate personal communications with an athlete through any medium, including any online contact or interactions with an athlete.
- Take or publish (including online) photos, movies or recordings of an athlete without parental/carer consent.
- Post online any information outside of sanctioned WVAS social media.
- Ignore or disregard any suspected or disclosed child abuse.
- Communications will be treated confidentially on a 'need to know basis'.

Whenever there are concerns that an athlete is in immediate danger, the Police should be contacted on 000.

This Code of Conduct covers all activities, including potentially high risk activities such as: overnight training camps, overnight competitions/tournaments/championships, counselling, first aid, bus travel, athletes with high support needs.

Who is Responsible for Child Protection?

Society as a whole shares responsibility for promoting the safety and protection of children from abuse. In the WVAS context, all members of the WVAS community have their role to play – staff, administrators, co-ordinators, coaches, conditioning support staff, trainers, parents/carers, volunteers and athletes. That said, WVAS is committed to leading from the front and engaging in a preventative, proactive and participatory approach to child protection issues.



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CHILD SAFE STANDARDS AND CODE OF CONDUCT AGREEMENT

To whom it may concern:

As you are aware, Victoria has introduced compulsory minimum standards that apply to organisations that provide services for children to help protect them from all forms of abuse. The Child Safe Standards form part of the Victorian Government's response to the Betrayal of Trust Inquiry.

WestVic Academy of Sport is committed to zero tolerance of child abuse. All staff and members of our community have a duty of care to protect the safety, health and wellbeing of children in their care.

WVAS is committed to a code of conduct that ensures our athletes remain safe, happy and empowered whilst learning in environments both inside and outside of the normal sporting environment. Risk management strategies seek to identify, assess and remove the potential for abuse or harm of children, which extends to both programs, activities and services delivered from or through our organisation.

As a provider of services or person / group who has athletes in your care, WestVic Academy of Sport (WVAS) requires that you sign below acknowledging that you adhere to the Child Safe Standards and WestVic Academy of Sport (WVAS) Code of Conduct.

Name:.....

Position/Title:.....

Signed:

Date:.....

This document must be accompanied with the WestVic Academy of Sport Child Safe Standards and Code of Conduct agreement.