NORWOOD JUNIOR
FOOTBALL CLUB

Norwood Junior Football Club
Safeguarding Children and Young People
Code of Conduct

The **Norwood Junior Football Club (Club)** is committed to the safety and wellbeing of children and young people. Our community recognises the importance of, and a responsibility for, ensuring the 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.

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 and Club policies and procedures, and professional standards, codes, or ethics as these apply to staff, volunteers and other personnel.

All staff, contractors, volunteers, and any other member of the Norwood Junior Football Club community involved in child-related work are required to comply with the Code of Conduct by observing expectations for appropriate behaviour below. Failure to comply with this Code of Conduct will be considered a breach of the policy and may result in disciplinary action. Such disciplinary action may, depending on the seriousness of the misconduct, include suspension while matters are investigated and/or dismissal. The Code of Conduct applies in all Club situations, including training, match day, functions, training camps and in the use of digital technology and social media.

Behaviour Guidelines

As staff, volunteers, contractors, and any other member of the Club community involved in child-related work individually, we are responsible for supporting and promoting the safety of children.

- Adhering to our Safeguarding Children and Young People Policy, this Code of Conduct and other Club policies.
- Treating all children and young people with respect including listening to their ideas and opinions.
- Ensuring that all children and young people are appropriately supervised while participating in Club programs whilst respecting their privacy.
- Welcoming all children and their families and carers and being inclusive.
- Respecting cultural, religious, and political differences and acting in a culturally sensitive way, particularly when interacting with children who are Aboriginal or otherwise culturally or linguistically diverse and those with a disability.
- Positive guidance; acting appropriately with children.
- Adhering to role boundaries; should not act outside of the confines of the duties of your role.
- Use of language and tone of voice; no swearing or defamatory language, clear direction, and encouragement, not being harmful in what you say.
- Supervision; avoid being alone one on one with a child out of the view of others where possible.
- Use of electronic communications, where possible email, text messages and social media communications to include parent/guardian or within an open group message.
- Photographs of children and young people, within expectations of AFL privacy policy e.g., photos taken in context of the program, dressed appropriately, etc.
- Physical contact with children and young people, done when reasonable and in an appropriate manner.
- Sexual misconduct - under no circumstances are sexual acts to occur with or in the presence of children.
- Change room arrangements - important to supervise children while also balancing a child's right to privacy.
- Transporting children - prior authorisation from management and child's parents.
- Gift giving - prior authorisation from management and child's parents.
- Overnight stays - should be work purposes only within a part of a formal program with authorisations from parents. Gender of supervisors considered and balanced with children participating.

- Alcohol & Drugs - while on duty must not use, possess or be under the influence of alcohol or drugs, including being incapacitated from legal medications. And not supplying to children.
- **Reporting** – all employees, club members and volunteers must act on any breaches of this Code of Conduct, complaints or concerns and report these to the **Club Child Safeguarding Officer**.
- Reports may also be made to statutory child protection or the police if required.

This Code of Conduct will be reviewed and approved by the **Norwood Junior Football Club Committee** yearly, subject to any legislative or other changes that require more immediate action.

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Approved by: Adele Gregson (NJFC Child Safety Officer)
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