



Child Safety and Wellbeing Code of Conduct

Purpose

Our Child Safety Code of Conduct sets out the expected behaviour of adults with children and young people in our centre.

All Engine Swim Australia, Mentone Aquatic, Korowa Aquatics, and Toby Haenen Swim Centre Directors, Staff, Volunteers, Contractors, Service providers and any other adult involved in child-connected work must follow the Child Safety Code of Conduct.

The Child Safety Code of Conduct applies to all physical and online environments used by Children.

Acceptable behaviours

ESA is responsible for supporting and promoting the safety of children by:

- always upholding our commitment to child safety and adhering to our Child Safety and Wellbeing Policy
- treating children and families in our community with respect in our centre environment and outside our centre environment as part of normal social and community activities
- listening and responding to the views and concerns of children, particularly if they disclose that they or another child or student has been abused or are worried about their safety or the safety of another child.
- promoting the cultural safety, participation and empowerment of Aboriginal children, children with culturally and/or linguistically diverse backgrounds, children with a disability, international children, children who are unable to live at home and lesbian, gay, bisexual, transgender and intersex (LGBTIQ+) children.
- ensuring, as far as practicable, that adults are not alone with a student – one-to-one interactions between an adult and a student are to be in an open space or in line of sight of another adult.
- reporting any allegations of child abuse or other child safety concerns to the Safety and Compliance Manager
- understanding and complying with all reporting and disclosure obligations in line with our child safety responding and reporting policy.
- if child abuse is suspected, ensuring as quickly as possible that the child/children are safe and protected from harm.

Unacceptable behaviours

ESA staff and community involved in child-connected work will not:

- ignore or disregard any concerns, suspicions or disclosures of child abuse or harm.
- develop a relationship with any student that could be seen as favouritism or amount to 'grooming' behaviour (for example, by offering gifts)
- display behaviours or engage with children in ways that are not justified by the educational or professional context.
- ignore an adult's overly familiar or inappropriate behaviour towards a child.
- discuss intimate topics or use sexualised language, except when needed to deliver the curriculum or professional guidance.
- treat a child or student unfavourably because of their disability, age, gender, race, culture, vulnerability, sexuality, or ethnicity.
- communicate directly with a student 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 work, swim related activities (swim meets, competitions or carnivals), or where there is a safety concern or other urgent matter.
- photograph or video a child or student in a swim environment unless permission is gained by the student and/or their consenting adult.
- consume alcohol against centre policy or take illicit drugs in the centre environment or at centre events where children are present.
- have contact with any student outside of hours except when needed to deliver the swim program squad training program and parental permission has been sought.

Breaches to the Child Safety Code of Conduct

All ESA staff, volunteers, contractors, and any other member of the centre community involved in child-connected work who breach this Child Safety Code of Conduct may be subject to disciplinary procedures in accordance with their employment agreement.

In instances where a reportable allegation has been made, the matter will be managed in accordance with the legislative requirements and reporting obligations may be subject to referral to Victoria Police.

All breaches and suspected breaches of the Child Safety Code of Conduct must be reported to the Directors and Safety and Compliance Manager.

If the breach or suspected breach relates to one of the Directors, contact Safety and Compliance Manager in the first instance.

Related policies and procedures

This Child Safety and Wellbeing Policy is to be read in conjunction with other related centre policies, procedures, and codes. These include our:

- Child Safety and Wellbeing Policy
- Complaints Policy
- Child Safety Reporting Guidelines
- Child Safety Risk Register

Policy status and review

The Safety and Compliance Manager is responsible for reviewing and updating the Child Safety and Wellbeing Policy at least every two years.

Created date	July 2023
Created by	Megan Hall – Safety and Compliance Manager
Approved by	Toby Haenen and Andrew Lauterstein - Directors
Approved on	3 August 2023
Next review date	July 2025