

## **Child Safe Code of Conduct**

**If you believe a child is at immediate risk of abuse phone 000.**

All committee members, leaders, coaches, branch/town coordinators and volunteers of Macedon Ranges Running Club (MRRC) are required to observe child safe principles and expectations for appropriate behaviour towards and in the company of children, as noted below. This Code applies to activities which involve, result in, or relate to contact with children.

### **These requirements apply:**

- While working with or for MRRC or engaged in activities related to MRRC.
- when publicly displaying a connection to MRRC (for example, wearing a MRRC T-shirt).
- in situations where a person is recognised as a representative of MRRC

### **All members of MRRC are responsible for supporting the safety, participation, wellbeing and empowerment of children by:**

- always adhering to this MRRC Child Safe Code of Conduct
- providing a welcoming, inclusive, culturally responsive and safe environment for children
- taking reasonable steps to protect children from harm and abuse by identifying risks and taking steps to remove or reduce those risks. In some cases, this may require immediate action (for example, taking a child's arm to stop them walking into traffic or arranging medical care from a qualified person)
- treating children with respect and value their opinions
- communicating with children in a way that helps them understand information, ask questions and express their preferences.
- ensuring children know who to approach if they feel unsafe or want to raise concerns.
- promoting the cultural safety of Aboriginal and Torres Strait Islander children, by supporting and encouraging their connection to culture, kin, community, cultural practices and identity and ensuring that decision-making for Aboriginal and Torres Strait Islander children is made or informed by Aboriginal and Torres Strait Islander people wherever possible.
- promote the cultural safety, inclusion, participation and empowerment of all children including Aboriginal children, children from multicultural and multifaith backgrounds, children with disability, and children who identify as LGBTIQ+.
- providing a safe and welcoming environment for all children, including Aboriginal children, children from multicultural and multifaith backgrounds, children with disability and LGBTIQ+ children
- take a zero-tolerance approach to racism and respond appropriately to any incidents.
- treating allegations of child abuse and harm seriously, and notifying authorities where required by law
- ensuring children, families, communities and staff feel safe to speak up about child safety.
- listening and responding to the views and concerns of children, particularly if they are telling you that they or another child has been harmed and/or are worried about their safety or the safety of

another.

- promoting the safety, participation and empowerment of children with a disability.
- ensuring as far as practicable that adults are not left alone with a child (other than that child's parent or guardian).
- reporting any allegations of child abuse or harm to The Child Safety Officer and ensure any allegation is reported to the police or child protection.
- encouraging children to 'have a say' and participate in all relevant organisational activities where possible, especially on issues that are important to them.
- listening to and learning from children with lived experience of involvement with the MRRRC.
- managing children's personal information consistently with privacy and information sharing laws.

**Committee members, leaders, coaches, branch/town coordinators and volunteers must not:**

- condone or participate in illegal, unsafe, abusive, or harmful behaviour towards children, including but not limited to:
  - participating in sexual abuse or misconduct
  - engaging in discussions (including online) of a mature or adult nature in the presence of a child
  - humiliating, belittling, rejecting, or threatening a child, or behaving in any other manner that may cause emotional or psychological harm.
- develop any 'special' relationships with children that could be seen as favouritism (for example, the offering of gifts or special treatment for specific children)
- exhibit behaviours with children which may be construed as unnecessarily physical (for example inappropriate touching of body/limbs).
- put children at risk of abuse or harm.
- use inappropriate language in the presence of children.
- express personal views on cultures, race, ethnicity, disability, religion, gender identity, or sexuality in the presence of children.
- discriminate against or denigrate any child because of their age, gender, gender identity, culture, race, ethnicity, religion, sexuality or disability.
- question a child's self-identification or self-expression related to their gender, gender identity, race, culture, ethnicity, religion, sexuality or disability.
- have inappropriate contact with a child or their family, including online (unless necessary, for example providing families with e-newsletters).
- ignore or disregard concerns, suspicions or disclosures of child abuse/harm and family violence.
- wait until there is definite proof before acting on and reporting an allegation or suspicion of child abuse, harm or family violence.
- disregard or fail to consider the views of children, especially about their safety (including cultural safety) or issues or decisions that are important to them.
- photograph or distribute images of a child without the explicit consent of their parent or guardian.



**The Committee will ensure:**

- that relevant people have a valid Working with Children Check, as required by law. Relevant people includes any persons directly involved in representing the Club including as a leader, coach, coordinator or event volunteer.

**By observing these standards, you acknowledge your responsibility to immediately report any breach of this code to The MRRC Child Safety Officer.**

**(This code was reviewed in July 2023)**