

Ballarat Gold Swimming Club Inc.

**Child Safety Code of Conduct
Child Version Large Print**



**BALLARAT GOLD
SWIMMING CLUB**

Statement of Commitment to Cultural Safety of Aboriginal Children

We are dedicated to the cultural safety and well-being of Aboriginal children and young people. This will be a central focus in our care and decision-making. Ballarat Gold Swimming Club maintains a zero-tolerance policy towards child abuse and racism, and we will take decisive action against any such incidents.

Aboriginal children have the right to express their cultural identity, which strengthens and safeguards them. Cultural safety encompasses the rights of each child to develop and express their background, customs, social behaviour, language, religion or spirituality, beliefs, and way of life.

Statement of Commitment to the Safety of Children

We are dedicated to creating and maintaining an environment that prioritises the safety of all children. This includes fostering a culture where preventing and reporting abuse is actively supported and encouraged. All staff and volunteers are responsible for promoting children's safety, well-being, and empowerment.

Ballarat Gold Swimming Club is committed to providing a safe environment where children and young people feel safe, and have their voices heard in decisions that affect their lives. Special attention will be given to the cultural safety of Aboriginal children, children from culturally and/or linguistically diverse backgrounds, and the safety of children with disabilities.

This Code of Conduct

- This Code of Conduct sets expectations for how adults in our organisation should behave around children, which is crucial to help prevent harm. Child abuse can take many forms, including physical, sexual, and psychological abuse, ill-treatment, and neglect.

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- This Code of Conduct outlines positive child-safe behaviours that we encourage all adults to support and identifies unacceptable behaviours. Engaging in unacceptable behaviour breaches this Code of Conduct and may result in disciplinary action.
- Some examples of concerning behaviours are provided below. While these behaviours alone may not constitute a breach of the Code of Conduct, they may collectively indicate a pattern that poses a risk to children's safety.
- This Code of Conduct also provides the process for reporting complaints (refer to the Child Safe Raising a Complaint Policy) and outlines how children, customers, and employees may raise safety concerns.
- All Child Safety Matters should be referred to Sport Integrity Australia and all policies should be read in conjunction with the National Integrity Framework.

Rules that Adults Must Follow

- Look after you at all times and never leave you alone.
- Treat you with respect.
- Listen to your ideas and opinions.
- Provide you with enough food.
- Ensure you have enough rest and relaxation.
- Listen to you when you talk about child safety.
- Allow you to be yourself and express your family culture.
- Allow you to be unique in how you dress, speak, and what you enjoy doing.
- Stand up to racism.
- Always look after Aboriginal children and their families.
- Talk to you about decisions that affect you.
- Respect your privacy.
- Allow you to refuse to go to the toilet, have a shower, or get changed if you do not want to.

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- Adults must not take you to a private room, a car, or a private part of the building alone.
- Adults must not contact you away from Ballarat Gold Swimming Club on the internet, like Messenger on Facebook, WhatsApp, TikTok, or Instagram.
- Adults must not use hurtful, discriminatory, or offensive behaviour or language towards you.
- Adults must not yell, swear, or say mean things to you.
- Adults must not hurt you physically (like slapping or hitting you).
- Adults must not drag or push a child.
- Adults must not act sexually or romantically towards you at all. This means adults at Ballarat Gold Swimming Club cannot:
 - Show you their private parts
 - Ask to see your private parts
 - Show you pictures or videos of adults or children who are naked.
 - Tell you that they want to do things that are romantic or physical with you, like touch you.
 - Take photos or videos of you when you are naked or getting dressed.
- Adults must not give you special attention or make special friends with you. This is not allowed at Ballarat Gold Swimming Club, and you must tell a trusted person if this happens to you.
- Adults at Ballarat Gold Swimming Club who are not your parents or carers must never give you money, food, special gifts, or drinks because they want you to do something with them.

Who Must Follow These Rules?

- All people who work at Ballarat Gold Swimming Club (like swimming teachers) and all people that go to Ballarat Gold Swimming Club (like any other adult you see at swimming lessons).

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What Happens if the Rules are Broken?

- Everyone should speak up if they are worried about safety. You should speak up and tell a trusted adult if you are worried about yourself or another child.
- Sometimes, when the rules about your safety are broken, an adult must tell the police. The police are there to help you too.
- In fact, it is against the law for adults to keep a secret if they believe a child has been hurt or may be in danger.

No Matter How Alone or Worried You Feel, You Can Find Help if You Feel Unsafe

- You can call the police if you feel you are in danger. Their phone number is: 000.
- You can also call Kids Helpline to talk about your safety. Their phone number is: 1800 55 1800.
- Ballarat Gold Swimming Club also has a special person who cares about your safety called a Child Safety Officer. The Child Safety Officer will listen to you.