

INDEPENDENT COUNTRY CO-EDUCATIONAL SCHOOLS (ICCES)



CHILD SAFE CODE OF CONDUCT

Safeguarding Children and Young People at ICCES Events and Activities

It is the objective of Independent Country Co-Educational Schools (ICCES) to provide competition for the member schools to maximise the opportunities for students to participate in organised sport.

Collegiality, Friendship and Sportsmanship will be primary goals of the Association, as well as;

- *To encourage a healthy spirit of school competition.*
- *To provide greater experience of competition for students.*

(Please see ICCES Handbook for a complete list of purposes of ICCES)

Commitment to the Safety of Children and Young People

Independent Country Co-Educational Schools Incorporated (ICCES) is committed to the safety and wellbeing of all children and young people. All children participating at and involved in ICCES events have the right to feel safe and be safe. The wellbeing of our children and young people will be the primary focus of our care and decision-making.

ICCES has zero tolerance for child abuse.

ICCES is committed to providing a child safe environment where children and young people are free to enjoy life to the full without any concern for their safety, feel empowered and their voices are heard about decisions that affect their lives. Our policies, procedures, strategies and practices in relation to children and young people will be inclusive to the needs of all students including Aboriginal and Torres Strait Islander students, students from culturally and/or linguistically diverse backgrounds, students with disabilities, students who are vulnerable, LGBTQI+ students and international students.

Purpose of this Code of Conduct

This Code of Conduct has a specific focus on safeguarding children and young people at ICCES Events and Activities against sexual, physical, psychological and emotional abuse or neglect. It is intended to complement other professional and/or occupational codes, as well as the policies and procedures of each member school.

All staff, volunteers, officials, contractors, and board/school council members at ICCES are expected to actively contribute to a school sporting association culture that respects all members and affirms the values of care for others, compassion and justice. They are required to observe and enact child safe principles and expectations for appropriate behaviour towards and in the company of children, as noted below. All staff, volunteers and contractors are responsible for promoting the safety, wellbeing and empowerment of children. The prevention and reporting of abuse is vital.

Acceptable behaviours

All staff, volunteers, officials, contractors, visitors, parents/guardians and board/school council members are responsible for supporting the safety of children within our association by:

- Adhering to the *ICCES Child Safety Policy* and upholding the associations commitment to child safety at all times;
- Taking all reasonable steps to protect the young people at our events from abuse;
- Reporting any conflicts of interest (such as an outside relationship with a child) that may affect my ability to perform my role;
- Treating everyone in the ICCES community with respect, modelling positive and respectful relationships and acting in manner that sustain a safe and positive environment, including listening to and valuing the ideas and opinions of children and young people;
- Promoting the cultural safety, participation and empowerment of Aboriginal and Torres Strait Islander young people;
- Promoting the cultural safety, participation and empowerment of young people with a disability, who are vulnerable, LGBTQI+ students and international students, all students with culturally and /or linguistically diverse backgrounds and 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;
- Promoting the safety, participation and empowerment of young people with a disability;
- Listening to children and young people and responding to them appropriately;
- Ensuring as far as practicable that adults are not alone with a child;
- Reporting and acting on any breaches of this Code of Conduct, complaints or concerns appropriately and treat them seriously and with respect;
- If an allegation of child abuse is made, ensuring as quickly as possible that the young person/people are safe in accordance with the ICCES Child Safety Policy;
- Reporting any allegations of child abuse to the school's concerned Child Safety Champion and/or the ICCES Executive Officer. Please note that this does not remove any external reporting obligations you may have.
- Understanding and complying with all reporting obligations as they relate to mandatory reporting and reporting under the Crimes Act 1958 (Vic);
- Respecting the privacy of children and their families, and only disclosing information to people who have a need to know;
- Ensuring that this Code of Conduct is followed in any interactions with students from every associated member school of ICCES when attending any ICCES events or activities.

Unacceptable behaviours

All staff, volunteers, contractors, visitors, parents/guardians and board/school council members must NOT:

- Put young people at risk of abuse;
- Ignore or disregard any suspected or disclosed child abuse;
- Engage in open discussions of a mature or adult nature in the presence of young people;
- Use inappropriate language in the presence of young people;
- Express personal views on culture, race or sexuality in the presence of young people;

- Discriminate against any young person on the basis of age, gender, race, culture, vulnerability, sexuality, ethnicity or disability;
- Tolerate racism in any form;
- Exhibit behaviours with young people which may be construed as unnecessarily physical;
- Initiate unnecessary physical contact with a young person or do things of a personal nature that a young person can do for themselves, such as toileting or changing clothes;
- Develop any 'special' relationships with children that could be seen as favouritism (for example, the offering of gifts or special treatment for specific children);
- Consume alcohol or take illicit drugs under any circumstances at an event where students are present;
- Work with any young person while under the influence of alcohol or illegal drugs;
- Exchange personal contact details such as phone number, social networking sites or personal email addresses with a young person;
- Have any online contact with a child or their family (including by social media, email, instant messaging etc.), unless necessary i.e. by providing families with information relevant to their involvement and participation in ICCES events and activities;
- Use any personal communication channels/devices such as a personal email account to contact a child or their family unless necessary i.e. by providing families with information relevant to their involvement and participation in ICCES events and activities.

Responsibilities in matters of Child Safety:

All staff, volunteers, officials, contractors, visitors, parents/guardians and board/school are responsible for:

- Listening and responding to concerns of young people; particularly if they are telling you that they or another young person have been abused or that they are worried about their safety/the safety of another young person;
- Reporting any allegations of child abuse as outlined in the *ICCES Child Protection – Reporting Obligations*;
- Understanding and complying with all reporting obligations as they relate to mandatory reporting and reporting under the Crimes Act 1958 (Vic) and as contained in the *ICCES Child Safety Policy*;
- Reporting any child safety concerns as outlined in the *ICCES Child Protection – Reporting Obligations*;
- Ensuring child safety protocols at all ICCES events and venues are implemented;
- Ensuring risk assessments at all ICCES events and venues incorporate child safety;
- Completing all training provided by ICCES in a timely manner;
- Take any and all complaints seriously and follow ICCES's Complaints Handling process.

Not following standards of acceptable and unacceptable behaviour is a breach of this Code of Conduct and may result in disciplinary action. Some behaviours on their own may not be a serious breach of the Code of Conduct but together may indicate a concerning pattern of behaviour that poses a risk to the safety of children. Please refer to member schools for further information on processes that will be followed if breaches are identified. Some breaches of this Code of Conduct may need to be reported to the Victorian Police, or to the Commission for Children and Young People.

By observing these standards you acknowledge your responsibility to immediately report any breach of this code to ICCES Executive Officer; Sharyn Canny: Sharyn.canny@ICCES.vic.edu.au

Please list any ICCES Event/s where you will have interactions with students from the association's 8 member colleges:

I, _____, confirm I have been provided with a copy of the above ICCES Code of Conduct and have listed any known interactions I will have with students from its member colleges. I will update this list when/if necessary.

I have read this Code of Conduct and agree to abide by it at all times.

Signed: _____

Date: _____

Date: Last reviewed: 1 July 2022

Next review date: 1 July 2024

Responsible officer: Child Safety Person