

Keilor Football Club Child Safety Code of Conduct

The Keilor Football 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, 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 KFC community involved in child-related work are required to comply with the Code of Conduct by observing expectations for appropriate behaviour below. The Code of Conduct applies to all situations, including camps and in the use of digital technology and social media.

Behaviour Guidelines as staff, volunteers, contractors, and any other member of the KFC community involved in child related work individually, we are responsible for supporting and promoting the safety of children. This is achieved through:

- providing positive guidance - acting appropriately with children.
- adhering to role and boundaries – not act outside the confines of the duties of your role.
- appropriate use of language and tone of voice – no swearing or defamatory language, clear direction, and encouragement, not being harmful in what you say.
- providing appropriate supervision in all situations – avoid being alone one on one with a child
- appropriate use of all electronic communications – emails, text messages and social media communications must include a parent/guardian for players under 18 years or be placed within an open group message.
- photographs of children and young people must be within expectations of AFL privacy policy e.g. photos taken in context of the program, dressed appropriately, etc.
- limiting physical contact with children and young people.
- an no tolerance of sexual misconduct – under no circumstances are sexual acts to occur with or in the presence of children.
- clear change room arrangements. It is important to supervise children while also balancing a child's right to privacy.
- limiting transporting children – if needed prior authorisation from management and the child's parents is required and the child must not be alone with the transporter.
- restricting gift giving – prior authorisation from management and child's parents must be sought.
- a no tolerance of alcohol and drug. These are permitted while on duty including possess or be under the influence of alcohol or drugs and being incapacitated from legal medications. Under no circumstances can alcohol or drugs (including legal medications) be supplied to children.

This Code of Conduct was approved by the KFC in March 2021 for review if legislative or other changes require in the interim or no later than February 2022