

South Gippsland Volleyball Club Inc.

Code of Conduct

(This Code includes Child Safe, Players, Coaches, Managers, Officials, Umpires, Referees, Volunteers, Parents and Spectators)

CHILD SAFE CODE OF CONDUCT

The Child Safe Code of Conduct outlines appropriate standards of behaviour by adults towards children.

The Child Safe Code of Conduct aims to protect children and reduce any opportunities for abuse or harm to occur. It also helps volunteers by providing them with guidance on how to best support children and how to avoid or better manage difficult situations. This Code of Conduct applies to all people involved with South Gippsland Volleyball Club Inc. activities, including coaches, officials, volunteers and parents.

All South Gippsland Volleyball Club Inc. volunteers are responsible for promoting the safety and wellbeing of children and young people by:

1. Adhering to our Child Safe Policy, this Code of Conduct and other South Gippsland Volleyball Club Inc. policies
2. Taking all reasonable steps to protect children from abuse
3. Treating everyone with respect, including listening to and valuing their ideas and opinions
4. Welcoming all children and their families and carers and being inclusive
5. 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 and those with a disability
6. Modelling appropriate adult behaviour
7. Listening to children and responding to them appropriately
8. Reporting and acting on any breaches of this Code of Conduct, complaints or concerns appropriately and treat them seriously and with respect.
9. Complying with our guidelines on physical contact with children
10. Working with children in an open and transparent way – other adults should always know about the work you are doing with children
11. Respecting the privacy of children and their families, and only disclosing information to people who have a need to know.

South Gippsland Volleyball Club Inc. volunteers **MUST NOT**:

1. Seek to use children in any way to meet the needs of adults
2. Ignore or disregard any concerns, suspicions or disclosures of child abuse
3. Use prejudice, oppressive behaviour or language with children
4. Engage in rough physical games
5. Discriminate on the basis of age, gender, race, culture, vulnerability or sexuality
6. Initiate unnecessary physical contact with children or do things of a personal nature that children can do for themselves, such as toileting or changing clothes
7. Develop 'special' relationships with specific children or show favouritism through the provision of gifts or inappropriate attention
8. Exchange personal contact details such as phone number, social networking site or email addresses with children
9. Have unauthorised contact with children and young people online or by phone.

PLAYERS CODE OF CONDUCT

1. Play for enjoyment.
2. Play by the rules
3. Never argue with an official. If you disagree, have your captain or coach approach the official during a break or after the game.
4. Don't be induced into 'throwing' a game for the benefit of another team or individual.
5. Control your temper. Verbal abuse of officials or other players, deliberately fouling or provoking as opponent and throwing equipment is not acceptable or permitted in any sport.
6. Work equally hard for yourself and our team.
7. Treat all players as you would like to be treated. Do not interfere with, bully, or take unfair advantage of another player.
8. Cooperate with your coach, teammates and opponents.
9. Behave in a manner that respects the rights of others regardless of mediums of communication used eg. Digital mediums such as Facebook, email and texts.

COACHES AND MANAGERS CODE OF CONDUCT

1. Follow the expectations as set out by Volleyball Victoria at all times.
2. Be responsible for behaviour of the players under your care both on and off the playing court.
3. Be reasonable in your demands on player's time, energy and enthusiasm.
4. Ensure that equipment and facilities meet safety standards and are appropriate to the age and ability of players.
5. Develop team respect for the ability of the opponents as well as for the judgment of officials and opposing coaches.
6. Accept decisions of all umpires or referees as being fair and called to the best of their ability.
7. Do not criticise players in front of spectators but reserve constructive criticism in private or in the presence of the team.
8. Do not criticise the opposing team or supporters by word or gesture.
9. Set a good example in personal appearance.
10. Emphasise that the winning of a game is the result of 'team work'.
11. Make every sporting activity serve as a training ground for life and as a basis for good mental and physical health.
12. Place the welfare and development of the individual team, and of the child, above win and loss records.
13. Maintain simple, plain, easily understood language.

OFFICIALS, UMPIRES, REFEREES CODE OF CONDUCT

1. Be consistent, objective and courteous in the application of the rules and in calling all infractions.
2. Compliment both teams on their efforts.
3. Use common sense to ensure that the 'spirit of the game' is not lost by overcalling violations.
4. Actions speak louder than words. Ensure that both on and off the field your behaviour is consistent with the principles of good sportsmanship.
5. Make a personal commitment to keep yourself informed of sound officiating principles and the principles of growth and development of children.

SPECTATORS CODE OF CONDUCT

1. Demonstrate appropriate social behaviour by not using foul language, harassing players, coaches of officials.
2. Players play organised sport for enjoyment. They are not playing for the entertainment of spectators only, nor are they miniature professionals.
3. Don't let your behaviour detract from their enjoyment.
4. Applaud good performance and efforts by your team AND the opponents. Congratulate both teams upon their performance regardless of the game's outcome.
5. Respect the official's decision. If there is a disagreement, follow the appropriate procedure and teach players to do likewise.
6. Never ridicule a player for making a mistake during a competition. Positive comments are motivating.
7. Condemn the use of violence in any form, by it by spectators, coaches, officials or players.
8. Show respect for your team's opponents. Without them there would be no game.
9. Encourage players to play according to the rules and the officials' decisions.
10. Behave in a manner that respects the rights of others regardless of mediums of communication used eg. digital medium such as Facebook, email and texts.

BREACHES OF CODE OF CONDUCT

South Gippsland Volleyball executive, coaches and managers may deal with any breaches of this code by (but not limited to):

- Warning offenders about their conduct, asking offenders to leave and calling the police to intervene where necessary.
- South Gippsland Volleyball Club Inc. will be responsible for imposing any longer term consequences such as written warnings or barring attendance at a South Gippsland Volleyball Club Inc. event.

This Code of Conduct will be reviewed by South Gippsland Volleyball Club Inc. annually.
Ratified – 21st September 2022, to be reviewed at AGM each year.

South Gippsland Volleyball Club Inc.

Child Safe Policy

Approved By: *South Gippsland Volleyball Club*
Date Ratified: *21st September 2022*
Date for Review: *2024 AGM*

Purpose

This policy was written to demonstrate the strong commitment of the volunteers of the South Gippsland Volleyball Club Inc. (**the Club**) to child safety and to provide an outline of the policies and practices the Club has developed to keep everyone safe from any harm, including abuse.

Commitment to Child Safety

All children who are a part of the Club have a right to feel and be safe. The welfare of the children in our care will always be our first priority and the Club has a zero tolerance to child abuse. The Club aims to create a child safe and child friendly environment where children feel safe and have fun and the Club's activities are always carried out in the best interests of the children.

Application of this Policy

This policy was developed by the Club and in collaboration with its members and children of the Club.

This policy applies to all individuals involved in our organisation including, but not limited to:

- Administrators
- Coaches
- Officials
- Participants
- Parents
- Spectators

All of the people to which this policy applies have a role and responsibility in relation to child protection. They must all:

- understand the indicators and risks of child abuse;
- appropriately act on any concerns raised by children; and
- understand and follow all applicable laws in relation to the protection of children and reporting or management of child safety concerns.

Child Abuse

Child abuse can take a broad range of forms including physical abuse, sexual abuse, emotional or psychological abuse and neglect. People to whom this policy applies need to be aware that child abuse can occur whenever there is actual or potential harm to a child, and these are circumstances that the Club is committed to reducing the risk of occurrence.

Children's Rights to Safety and Participation

The Club encourages children to express their views about their safety. We listen to their suggestions, especially on matters that directly affect them. We actively encourage all children who use our services to 'have a say' about things that are important to them.

We teach children (every season) about what they can do if they feel unsafe. We listen to and act on any concerns children, or their parents, raise with us.

Valuing Diversity

We value diversity and do not tolerate any discriminatory practices. To achieve this we:

- promote the cultural safety, participation and empowerment of Aboriginal children and their families;
- promote the cultural safety, participation and empowerment of children from culturally and/or linguistically diverse backgrounds and their families;
- welcome children with a disability and their families and act to promote their participation; and
- seek appropriate volunteers from diverse cultural backgrounds.
- We will look at the needs of cultural and religious backgrounds and special needs as they arise

Recruiting staff and volunteers

The Club takes the following steps to ensure best practice standards in the recruitment and screening of volunteers:

- Require Working with Children Checks for all members.
- Our commitment to Child Safety and our screening requirements are included in all advertisements as part of the induction process for volunteers.
- We are a Child Safety Club and all our players have a current WWC.

Supporting staff and volunteers

The Club seeks to attract and retain the best volunteers. We provide support and supervision so people feel valued, respected and fairly treated. We have developed a Code of Conduct to provide guidance to our volunteers, all of whom receive training on the requirements of the Code.

Each team receives a team pack at the beginning of the season and it contains the Child Safety Policy and Code of Conduct. All players are to sign the registration sheet (at the beginning of each season) to say that they have read and will abide by the policy and Code of Conduct.

Reporting a child safety concern or complaint

The Club has appointed Jenny Damon as 'Member Protection Information Officer' with the specific responsibility for responding to any complaints made by volunteers, parents or children. That person can be contacted by email at damon@dcsl.net.au or in person at volleyball. Our complaints process is outlined in *in the appropriate document complaints/child safety*.

The Club also operates under the Volleyball Victoria Inc. policies.

Risk Management

We recognise the importance of a risk management approach to minimising the potential for child abuse or harm to occur and use this to inform our policy, procedures and activity planning. In addition to general occupational health and safety risks, we proactively manage risks of abuse to our children. To reduce the risk of child abuse occurring, adults to whom this policy applies should avoid direct, unsupervised contact with children. For example, this should be a consideration when:

- using change room facilities;
- using accommodation or overnight stays;
- travel; or
- physical contact when coaching or managing children

The Club has an under 18 permission form for all tournaments which covers travel, accommodation, who is responsible for the child and parents contact details.

Reviewing this policy

This policy will be reviewed annually and we undertake to seek views, comments and suggestions from children, parents, carers and volunteers involved in the Club.