

Glen Waverley Rovers Junior Football Club (GWRJFC)

Safeguarding Children and Young People

Code of Conduct



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Policy Owner: Glen Waverley Rovers Junior Football Club Committee

This Safeguarding Children and Young People Code of Conduct (**Code of Conduct**) sets out a summary of the behaviours and practices required by all (GWRJFC) Person/s towards and in the presence of Children and Young People.

The aim of the Code of Conduct is to promote child safety and wellbeing and protect, and reduce, any opportunities for child abuse or harm to occur. It also assists in understanding how to avoid or better manage risky behaviour and situations. This document is intended to compliment child protection legislation and the (GWRJFC) *Child Safety and Wellbeing Policy* (**Policy**).

This Code of Conduct applies to all (GWRJFC) People. (GWRJFC) People are required to abide by the behaviour standards set out in this Code of Conduct and report any behaviours that do not comply with it. Failure by (GWRJFC) People to comply with this Code of Conduct will be considered a breach of the Policy and may result in further investigation and/or disciplinary action. Such disciplinary action may, depending on the seriousness of the misconduct, include restriction, suspension or dismissal from the Club.

The Code of Conduct applies to all (GWRJFC) persons, situations, including training, match day, functions, training camps and in the use of digital technology and social media.

Behaviour Guidelines

As staff, volunteers, contractors and members of the (GWRJFC) community, we are responsible for supporting and promoting the safety of children. As such, all (GWRJFC) People **must** in the course of their employment or engagement with (GWRJFC):

- **Compliance** - Adhere to GWRJFC Child Safety and Wellbeing Policy, this Code of Conduct and all other relevant policies related to Child Safety.
- **Respect** - Treat all Children and Young People with respect including listening to their ideas and opinions and promote the cultural safety of all children and young persons.
- **Appropriate supervision** - Ensure that all Children and Young People are appropriately supervised while participating in a (GWRJFC) program while respecting the privacy of Children and Young People.
- Wherever possible, ensure another adult is present when working near or with Children and Young People, avoiding one-on-one situations with a child. If not possible, ensure interaction is in view of others.
- **Discipline** - Use disciplinary strategies that are fair, respectful and appropriate to the developmental stage of the Children or Young People involved.
- **Interaction** - Limit all interactions with Children and Young People to the confines of official duties.
- **Use of electronic communication** - ensure all email, text messages and other forms of communication sent to a Child or Young Person are copied to their parent/guardian.
- **Photography** - ensure approval has been obtained from a Child or Young Person's parent/guardian prior to any photograph, live stream or film being taken of a Child or Young Person.
- ensure that any photograph, live stream or film taken of a Child or Young Person is taken in circumstances that are directly relevant to the Child's or Young Person's participation in a (GWRJFC) program and the Child or Young Person is appropriately dressed and posed.
- **Risk assessment** - use best endeavours to complete a risk assessment for any (GWRJFC) program that involves Children or Young People prior to carrying out that program.
- **Disclosure** - immediately disclose any charges or convictions affecting their suitability to engage with Children and Young People to senior management (GWRJFC Committee, Coaches or Team Managers); and
- **Reporting** - immediately report any concern for the safety or wellbeing of a Child or Young Person, or a suspected breach of the Child Safety and Wellbeing Policy or this Code of Conduct. Reporting should be directed to the Club's Child Safety Officer and/or the Club President and the Australian Football League using the website link –<https://eafl.austfoot.com.au/afl-makeareport/en/#/home>

All (GWRJFC) People **must not** in the course of their employment or engagement with (GWRJFC):

- **Sexual misconduct** - engage in any form of sexual behaviour with or in the presence of Children or Young People.
- **General misconduct** - engage in any other form of behaviour that may reasonably be considered to be inappropriate including Child Abuse and Grooming of a Child or Young Person.
- **Physical misconduct** - initiate unnecessary physical contact with a Child or Young Person.
- **Disciplinary action** - take disciplinary action involving physical, psychological or emotional punishment, or any other form of treatment that could reasonably be considered as degrading, cruel, frightening or humiliating.
- **Inappropriate language and/or tone** - use language or behaviour towards Children or Young People that is inappropriate, harassing, abusive, sexually provocative, intended to humiliate or be culturally inappropriate.
- **Alcohol and Drugs** - consume alcohol, illicit drugs, tobacco or vape when working with any Children or Young People.
- **Gifting** – provide gifts to a Child or Young Person engaged in a (GWRJFC) program, activity or service without the permission of (GWRJFC) senior management and the Child's or Young Person's parent/guardian.
- **Transporting** - transport any Children or Young People without the permission of the Child's or Young Person's parent/guardian and should not be one-on-one.
- **Engaging with outside of** - arrange contact, including online contact, with Children or Young People outside of the (GWRJFC) programs, activities or services; or
- **Use of electronic communication** – under no circumstances use any computers, mobile phones, video cameras, cameras or social media to exploit or harass Children or Young People, or access child exploitation material.