



A HEAD START IN SPORT, IS A HEAD START IN LIFE

HEAD START SPORT

CODE OF CONDUCT

The Head Start Sport code of conduct provides the minimum expected behaviour of all personnel within our organisation.

This document outlines the minimum expected behaviour of all employees of Head Start Sport.

- All employees are required to acknowledge and sign your code of conduct
- The Code of Conduct is published on our website - www.headstartsport.com.au and is communicated to all employees, players, parents and stakeholders.
- Our code of conduct is supported by clear organisation reporting and response mechanisms outlined in our risk management policy and child safe policy.

Caring for children and young people brings additional responsibilities for employees and volunteers of Head Start Sport. All employees of Head Start Sport are responsible for promoting and protecting the safety and wellbeing of children and young people by:

- sticking to the Head Start Sport child safe policy at all times and taking all reasonable steps to ensure the safety and protection of children and young people
- treating everyone (this includes staff, students, children, young people and parents) including those of different race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes and religious beliefs with respect and honesty and ensure equity is upheld
- being a positive role model to children and young people in all your conduct with them
- setting clear boundaries about appropriate behaviour between yourself and the children and young people that interact with Head Start Sport – boundaries help everyone to understand their roles
- listening and responding appropriately to the views and concerns of children and young people
- ensuring another adult is always present or in sight when conducting one to one coaching, instruction or other activity
- being alert to children and young people who are, or may be at risk of harm, and reporting this quickly to the Child Abuse Report Line (13 14 78)
- responding quickly, fairly and transparently to any serious complaints made by a child, young person or their parent/guardian
- encouraging children and young people to 'have a say' on issues that are important to them.

Employees must not:

- engage in rough physical games
- develop any 'special' relationships with children and young people that could be seen as favouritism such as the offering of gifts or special treatment
- do things of a personal nature that a child or young person can do for themselves, such as toileting or changing clothes
- discriminate against any child or young person because of age, gender, cultural background, religion, vulnerability or sexuality.

Breach of the Code of Conduct

As per the Head Start Sport child safe environment policy - In response to any report concerning an employee, volunteer or contractor specifically relating to harm or risk of harm to a child or young person the employee/volunteer would be removed from any role within the organisation that involves contact with children and young people. They will only be reinstated if they are cleared of any wrongdoing at the completion of any investigation.

Other protective actions may also be introduced to ensure the safety of children and young people within our organisation.

I agree to abide by this code of conduct

Name:.....

Signature:..... Date:.....