

## **Child Safe Code of Conduct**

### **Hamilton Kangaroos Football Netball Club**

*(Aligned with AFL Victoria & Netball Victoria Policies)*

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#### **Purpose**

The Hamilton Kangaroos Football Netball Club is committed to the safety, wellbeing, and empowerment of all children and young people.

This Code aligns with:

- **AFL Victoria Child Safeguarding Policy & Code of Conduct**
  - **Netball Victoria Safeguarding Children & Young People Framework**
  - **Victorian Child Safe Standards (2022)**
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#### **Who This Applies To**

This Code applies to all:

- **Coaches, assistant coaches, team managers**
  - **Umpires, officials, and volunteers**
  - **Committee members and staff**
  - **Parents, guardians, and spectators**
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#### **Core Commitments**

We will:

- **Promote zero tolerance for child abuse**
  - **Prioritise the best interests of the child**
  - **Support inclusive participation regardless of gender, ability, culture, or background**
  - **Uphold integrity, respect, and fairness in line with AFL & Netball values**
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#### **Expected Behaviours**

All adults must:

## **1. Safe & Respectful Conduct**

- **Treat children with respect, dignity, and fairness**
- **Act as positive role models at all times**
- **Encourage participation, enjoyment, and skill development**

## **2. Professional Boundaries**

- **Maintain clear and appropriate boundaries**
- **Avoid favouritism or special relationships**
- **Ensure interactions are transparent and observable**

## **3. Inclusion & Equity**

- **Support children of all abilities, identities, and backgrounds**
- **Comply with AFL Victoria and Netball Victoria inclusion and vilification policies**

## **4. Communication**

- **Use appropriate language and tone**
- **Communicate through official club channels**
- **Include parents/guardians in relevant communications**

## **5. Supervision**

- **Ensure children are adequately supervised at all times**
- **Avoid being alone with a child where possible**

## **6. Duty of Care**

- **Act to prevent harm and respond to risks**
- **Follow all club, AFL Victoria, and Netball Victoria policies**

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## **Prohibited Behaviours**

**In line with AFL Victoria and Netball Victoria policies, adults must not:**

- **Engage in any form of abuse (physical, emotional, sexual, or neglect)**
- **Use bullying, intimidation, harassment, or discrimination**
- **Develop inappropriate or overly familiar relationships**

- **Use sexualised, derogatory, or offensive language**
  - **Engage in physical punishment or aggressive behaviour**
  - **Be alone with a child in private or secluded environments unnecessarily**
  - **Share inappropriate images or content**
  - **Communicate privately with children via personal social media or messaging apps**
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### **Physical Contact**

- **Must be appropriate, necessary, and skill-related**
  - **Must not be intrusive, excessive, or misinterpreted**
  - **Should be explained and, where possible, consent obtained**
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### **Photography & Social Media**

#### **Aligned with AFL & Netball guidance:**

- **Obtain parent/guardian consent before photographing or filming**
  - **Use images appropriately and respectfully**
  - **Do not identify children publicly without consent**
  - **Only post via official club platforms**
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### **Transporting Children**

- **Avoid one-on-one transport situations**
  - **Obtain parent/guardian consent**
  - **Follow AFL Victoria & Netball Victoria risk management expectations**
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### **Reporting & Responding to Concerns**

#### **All members must:**

- **Report concerns to the Club Child Safety Officer immediately**
- **Follow AFL Victoria & Netball Victoria reporting and escalation procedures**

- **Comply with Victorian mandatory reporting obligations where applicable**
  - **Take all disclosures seriously, calmly, and confidentially**
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## **Screening & Recruitment**

**The club will:**

- **Ensure relevant members hold a valid Working With Children Check (WWCC)**
  - **Follow safe recruitment practices consistent with AFL & Netball Victoria**
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## **Breaches of the Code**

**Breaches may result in:**

- **Disciplinary action under AFL Victoria or Netball Victoria frameworks**
  - **Suspension or removal from club activities**
  - **Referral to governing bodies or authorities**
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## **Commitment & Acknowledgement**

**All members agree to:**

- **Uphold this Code of Conduct**
  - **Act in accordance with AFL Victoria and Netball Victoria policies**
  - **Contribute to a child-safe culture**
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## **Related Policies**

**This Code should be read alongside:**

- **AFL Victoria Child Safeguarding & Member Protection Policies**
- **Netball Victoria Safeguarding Framework**
- **Club Child Safety & Wellbeing Policy**