

Bathurst Golf Club Ltd

CHILD SAFE CODE OF CONDUCT

Our Commitment to Child Safety

At Bathurst Golf Club, we are committed to creating and maintaining an environment that promotes the safety of all children and young people.

This Code of Conduct sets expectations for how adults in our club should behave around children. This is important to help prevent children from being harmed. Child abuse takes many forms and can include physical, sexual, emotional and psychological abuse, grooming, ill-treatment and neglect.

*Our **Child Safe Policy** provides more information about these different types of abuse.*

*Our **Child Safe Reporting Procedure** provides more information about our reporting obligations to external authorities as well as describing protections and confidentiality provisions for anyone making a report. The documents can be found by asking at the office. It is also available as a link on our website*

I will

- Treat all children and young people with respect , regardless of race, colour, sex, gender identity, sexual orientation, language, religion, political or other opinion, health status, national, ethnic or social origin, culture, property, ability or other status
- Take all reasonable steps to protect children from abuse
- Respect the privacy of children and their families by keeping all information regarding Child Protection concerns confidential and only discussing information with the relevant people, to follow our Club's reporting procedures
- Listen to and value children and young people's ideas and opinions
- Welcome all children and their families and carers by being inclusive
- Actively promote cultural safety and inclusion
- Listen to children and respond to them appropriately
- Report any conflicts of interest (such as an outside relationship with a child)
- Work within a team to ensure that the needs of the child (and their family) remain the paramount focus
- Work with children in an open and transparent way (so that other adults always know what work I am doing with children)
- Participate in all compulsory training
- Take a child seriously if they disclose harm or abuse
- Uphold the rights of the child and always prioritise their needs
- Dress in clean, appropriate clothing and follow any dress code standards or guidelines

I will also

- Ensure breaches of this Code are reported immediately
- Adhere to relevant Australian and NSW legislation, Golf NSW and Golf Aus requirements, Bathurst Golf Club values, Child Safe Policies and other Club and employment policies (including those that cover discrimination, bullying and harassment).
- Act with integrity by raising concerns with management if risks to child safety are identified anywhere in an organisation.

I will not

- Condone or participate in illegal, unsafe or abusive behaviour towards children, including physical, sexual or psychological abuse, ill-treatment, neglect or grooming
- Ignore or disregard any concerns, suspicions or disclosures of child abuse
- Exaggerate or trivialise child abuse issues
- Use hurtful, discriminatory or offensive behaviour or language with children
- Fail to report information to police if I know a child has been abused
- Engage in unwarranted and inappropriate touching involving a child
- Persistently criticise and/or denigrate a child
- Deliberately prevent a child from forming friendships
- Verbally assault a child or create a climate of fear
- Offer children and young people alcohol, cigarettes or other drugs
- Show children pornographic images
- Encourage a child to communicate with me in a private setting
- Share details of sexual experiences with a child
- Use sexual language or gestures in the presence of children

I understand the following types of behaviour may be of concern:

- Being alone with a child when there is no professional reason for doing so
- Showing favour to one child over others
- Babysitting, mentoring and/or tutoring a child out of work hours (without managerial approval for this kind of secondary employment)

Reporting Obligations

I will

- Report and act on any behavioural complaints, concerns or observed breaches regarding the Code of Conduct
- Report any concern, allegation, disclosure or witnessing of child abuse to the Club's Child Safe Liaison Officer or General Manager or the relevant authority

Breaches to the Code of Conduct

Anyone who breaches our Code of Conduct may also be subject to disciplinary action. This can include increased supervision, appointment to an alternative role, suspension, or termination from the Club. Detailed descriptions of breaches are found in our Disciplinary Policy.

It is a criminal offence for adults not to report to police if they know or believe that a child abuse offence has been committed. In addition, people employed in child-related work may be subject to a criminal offence if they fail to reduce or remove the risk of a child becoming a victim of child abuse

I _____ have read this Code of Conduct and agree to abide by it and its terms.

Signature: _____ Date: _____

Reviews:

Last reviewed: 24 July 2023

Next review date: 01 July 2024

Responsible Officer: Bradley Constable (General Manager)