

# Child Safe Code of Conduct



2 FEBRUARY, 2026

## 1. Commitment to Child Safety

At Saints Netball Club, we are committed to supporting the safety of all children, with a zero-tolerance approach to abuse. This includes a culture where preventing and reporting abuse is encouraged and supported.

All volunteers are responsible for promoting the safety, wellbeing and empowerment of children. This includes understanding and responding to children's diverse needs and cultural considerations.

Our Child Safe Code of Conduct sets out how we expect adults in our organisation to behave around children to help prevent harm and abuse in our physical spaces and online. Our Child Safe Code of Conduct identifies:

- **"Must"** child safe behaviours that we consider compulsory
- **"Must not"** behaviours that we consider unacceptable

Engaging in unacceptable behaviour is a breach of our Child Safe Code of Conduct and may result in disciplinary action.

## 2. Different Types of Child Harm and Abuse

Child abuse takes many forms. It can include psychological, physical and sexual abuse, grooming, misconduct and lack of appropriate care as defined below.

### **Psychological abuse (also known as emotional abuse)**

This includes bullying, threatening and abusive language, intimidation, shaming and name calling, ignoring and isolating a child, and exposure to domestic and family violence.

### **Physical abuse**

This includes physical punishment, such as pushing, shoving, punching, slapping and kicking, resulting in injury, burns, choking or bruising.

### **Sexual abuse**

This includes the sexual touching of a child, grooming, and production, distribution or possession of child abuse material.

### **Grooming**

This is a process where a person manipulates a child or group of children and sometimes those looking after them, including parents, carers, teachers and leaders. They do this to establish a position of 'trust' so they can then later sexually abuse the child.

### **Misconduct**

This is inappropriate behaviour that may not be as severe as abuse, but could indicate that abuse is occurring and would often be in breach of an organisation's Child Safe Code of Conduct. This could include showing a child something inappropriate on a phone, having inappropriate conversations with a child or an adult sitting with a child on their lap.

### **Lack of appropriate care**

This includes not providing adequate and proper supervision, nourishment, clothing, shelter, education or medical care.

### 3. Code of Conduct

#### GENERAL CODE OF CONDUCT

All members and participants must adhere to the following standards:

Everyone must:

- Treat others with respect and courtesy
- Respect the rights, dignity, and privacy of others
- Cooperate with Club officials, coaches, and other members
- Maintain physical and emotional boundaries appropriate to your role
- Avoid all forms of violence, aggression, or threatening behaviour
- Not engage in discrimination, harassment, bullying, or vilification
- Support an inclusive and welcoming environment
- Follow all Club rules, policies, and Constitution provisions
- Accept decisions made by officials (while retaining the right to appeal)
- Maintain confidentiality where appropriate
- Report concerns about safety or misconduct

Everyone must NOT:

- Use offensive, abusive, or profane language.
- Engage in behaviour that brings the Club, netball, or sport into disrepute.
- Consume alcohol or drugs in a manner that impairs judgment or poses a safety risk.
- Engage in betting or match-fixing.
- Discriminate against or harass anyone based on protected characteristics.
- Take unauthorised photos or videos of others (particularly in change rooms or private spaces).
- Share personal information about others without consent.
- Engage in cyber-bullying or inappropriate online behaviour.
- Make false or malicious allegations.

#### COACHES CODE OF CONDUCT

In addition to the general code, coaches (and their support people) must adhere to the following:

Coaches MUST:

- Treat all players fairly and equitably.
- Provide constructive feedback focused on improvement and effort.
- Maintain appropriate professional boundaries.
- Use positive reinforcement and encouragement.
- Act as role models for respectful and professional behaviour.
- Protect children from unsafe situations and locations.
- Report concerns about child safety or other members' conduct.
- Keep training and playing environments safe and inclusive.

Coaches MUST NOT:

- Engage in or tolerate bullying, harassment, or inappropriate conduct.
- Show favouritism or treat players unfairly based on personal characteristics.
- Use aggressive, demeaning, or humiliating coaching methods.
- Make comments about a player's body, appearance, or personal characteristics.
- Engage in inappropriate physical contact or emotional manipulation.

- Consume alcohol while coaching or supervising children.
- Be alone with children unless in exceptional circumstances and with parental approval.
- Use physical punishment as a form of discipline.

## **PLAYERS AND MEMBERS CODE OF CONDUCT**

In addition to the general code, players and members must adhere to the following:

Players and members **MUST**:

- Listen to and respect coaches and officials.
- Work cooperatively with teammates.
- Play fairly and with good sportsmanship.
- Accept decisions made by officials.
- Encourage others and celebrate good play by all competitors.
- Report concerns about unsafe behaviour or misconduct.
- Support an inclusive team environment.
- Participate actively in training and matches.

Players and members **MUST NOT**:

- Argue aggressively with officials or other players.
- Deliberately provoke, intimidate, or distract opponents.
- Engage in physical or verbal abuse.
- Refuse to cooperate with teammates or officials.
- Post negative or demeaning comments about teammates, opponents, or officials on social media.
- Make derogatory comments about other players or officials.
- Engage in unsportsmanlike conduct on or off the court.

## **PARENTS, GUARDIANS AND SPECTATORS CODE OF CONDUCT**

In addition to the general code, parents, guardians and spectators must adhere to the following:

Parents, Guardians and Spectators **MUST**:

- Encourage and support players.
- Show respect for coaches, managers, referees, and opponents.
- Demonstrate appropriate behaviour and model good sportsmanship.
- Supervise children and ensure they follow the Code of Conduct.
- Raise concerns through appropriate channels.
- Celebrate good effort and fair play by all participants.

Parents, Guardians and Spectators **MUST NOT**:

- Yell at, ridicule, or criticise children for making mistakes.
- Complain aggressively to officials or coaches during matches.
- Use offensive language or gestures.
- Engage in aggressive confrontations with other spectators.
- Allow children to behave inappropriately.
- Make negative comments about players, coaches, or officials on social media.
- Consume alcohol or drugs in a manner that impairs judgment or poses a safety risk.

## 4. Concerning Behaviours

**Concerning behaviours** are behaviours that on their own may not constitute a breach of our Child Safe Code of Conduct but when viewed together may indicate grooming behaviour.

These include:

- Showing favour to one child over others
- Babysitting children without prior consent from the organisation (babysitting outside the organisation is only allowed in exceptional circumstances when the child and their family or carer is known has a pre-existing relationship with the staff member or volunteer outside the organisation)
- Participating in the lives of children outside the services we provide without a valid reason
- Crossing professional boundaries with the children in our care
- Spending time alone with children
- Being 'child centric', which means showing a preference for hanging out with children rather than adults.

## 5. Internal and External Reporting Obligations

You must follow all internal and external reporting obligations set out in our organisation's Child Safe Policy, located on our website [www.saintsnetballtownsville.com](http://www.saintsnetballtownsville.com).

## 6. Criminal Offences for Not Acting to Protect Children

Some breaches of this code of conduct may need to be reported to Qld Police, or the relevant government Child Protection Agency.

It is a criminal offence for adults not to report to police if they know of 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 the victim of child abuse.

Any adult concerned should reach out to our Club's Member Protection Information Officer (MPIO) in person or via email to [president.saintsnetballtsv@gmail.com](mailto:president.saintsnetballtsv@gmail.com) if they are unsure of what may need to be reported externally.

## 7. Penalties for Breaches of our Child Safe Code of Conduct

Staff or volunteers who breach our Child Safe Code of Conduct but do not commit a criminal offence may still be subject to disciplinary action. This can include increased supervision, appointment to a different role, additional training, suspension or termination from the role.

## 8. Next Review Date

This policy will be reviewed by the Saints Netball Club Executive Committee by 31 January, 2027, or earlier if there are any critical incidents

## 9. Acknowledgement and Agreement

### **VOLUNTEER ACKNOWLEDGEMENT AND AGREEMENT**

I acknowledge that I have:

- Received and read this Saints Netball Club Child Safe Code of Conduct.
- Received and read the Saints Netball Club Child Safe Policy.
- Received and read the Saints Netball Club Child Safe Recruitment, Induction & Training Policy.
- Understood my responsibilities under these policies.
- Agreed to comply with all provisions of these policies.
- Agreed to report any concerns about child safety, misconduct, discrimination, or policy breaches to the Club MPIO
- Understood the complaint procedures and disciplinary process.
- Agreed to participate in required training and induction programs.

I confirm that I will conduct myself in accordance with this policy and support the Club's commitment to creating a safe, inclusive, and respectful environment for all participants, especially children.

Signed: \_\_\_\_\_

Full Name: \_\_\_\_\_

Date: \_\_\_\_\_

Role: \_\_\_\_\_