

SOUTHPORT GOLF CLUB

Safeguarding Children and Young People Code of Conduct

All Children (refers to all children and young people under the age of 18) have the right to feel safe and feel protected from all forms of harm, abuse and neglect and take part in sport in a safe, positive and enjoyable environment.

The Southport Golf Club (the Club) has a zero tolerance policy to harm, abuse and/or neglect of a Child in any form. This Safeguarding Children and Young People Code of Conduct (Code) sets out a summary of the behaviours required of all people towards and in the presence of Children. The Code works in conjunction with The National Integrity Framework (as developed by Sports Integrity Australia) Safeguarding Children and Young People Policy (NIF Policy) adopted by the Club.

The Code applies to all persons, including volunteers, coaches, staff, contractors, members, players and participants, committee members, parents, spectators, sponsors, visitors and invited guests (Persons) Failure to comply with the Code will be dealt with under the Complaints Disputes and Discipline Policy. This may result in disciplinary action including suspension or termination of membership/employment/contractual or other arrangements. Criminal Conduct will be managed outside of this process by law enforcement.

All Persons must:

- Act in accordance with the NIF Policy and procedures at all times. Create an environment that promotes and enables Children's participation and is welcoming, safe and inclusive
- Treat all Children and their families with respect and courtesy regardless of their age, gender, political opinion or other opinion, health status, ability, cultural background, religion or any other personal characteristic.
- Maintain appropriate boundaries - ensure that Children are appropriately supervised but respect their privacy. Avoid unaccompanied or unobserved activities wherever possible when working near or with Children
- Comply with the protocol on communicating with Children. Wherever possible ensure that all email, text messages and other forms of communication sent to a Child are copied to their parent/guardian
- Ensure that approval has been obtained from the Child and their parent/guardian prior to any photograph or film being taken of a Child
- Listen to and respond to the views and concerns of Children, particularly if they communicate (verbally or non-verbally) that they do not feel well or safe
- Respond to any complaints or concerns of child harm or abuse promptly and in-line with the Club's policy
- Report all suspected or disclosed child harm or abuse as required by the Law and the Policy on Reporting and Responding to a Breach of Safeguarding Children

All Persons must NOT:

- Engage in any unlawful activity with or in relation to a Child
- Engage any activity that is likely to physically, sexually or emotionally harm a child. Including abusive or intimidating behaviour and passive aggressive behaviour (such as purposely ignoring, isolating or dismissing)

- Unlawfully discriminate against any child or their family members.
- Be alone with a child unnecessarily
- Arrange personal contact, including online contact, with Children for a purpose unrelated to the Club's activities.
- Disclose personal or sensitive information about a child, including images of a child, unless the child and their parent or legal guardian consent
- Use inappropriate language – harassing, abusive, swearing, using racial/cultural or homophobic or sexist slurs in the presence of children, or show or provide children with access to inappropriate images or material
- Work with Children while under the influence of alcohol or prohibited drugs.
- Ignore or disregard any suspected or disclosed child harm or abuse

If a Person thinks that this Code has been breached by another Person, they will:

- Act to prioritise the best interests of children
- Take actions promptly to ensure that children are safe
- Promptly report any concerns to a manager, the Club's Child Safety Officer, or the General Manager
- Follow the Policy for reporting and responding to a breach of the Safeguarding Children and Young People Policy