KURNELL CATAMARAN CLUB

Child Safe Code of Conduct

Commitment to child safety

At Kurnell Catamaran 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 staff and 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:

- **'I will'** child safe behaviours that we consider acceptable
- '**I won't'** 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.

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.

Acceptable and unacceptable behaviours in our organisation

The list of acceptable and unacceptable behaviours below are in relation to interactions of volunteers and members with any children who interact with our organisation's services, locations or activities.

I will:

- treat all children with respect
- uphold the rights of the child and always prioritise their needs and safety
- make sure the needs of all children remain the paramount focus of any decision-making
- listen to and value the ideas and opinions of all children, and respond to them appropriately
- welcome all children and their families and carers, and ask them to participate in decisions around child safety
- actively promote safe and inclusive practices for all children, including those with diverse needs, circumstances and backgrounds, including children with disability
- adhere to the organisation's child safe policies, procedures and practices
- take all reasonable steps to protect children from harm and abuse, and report and act on any concerns or allegations (see reporting obligations below)
- include a child's parent or carer in any direct online communication or correspondence.
- seek the consent of the child and a parent or caregiver prior to undertaking any activity with a child and only undertake these activities in a public setting
- when transporting a child, take all reasonable steps to ensure at least two adults are travelling with the child at all times or put in place a suitable arrangement between my organisation and the parents or carers of the child. If the child is alone, they must sit in the back seat of the vehicle.
- report any conflicts of interest such as a relationship with a child that is outside the organisation
- raise concerns with the President or Committee Member if risks to child safety are identified
- take a child seriously if they disclose harm or abuse and follow the correct procedures for responding to a disclosure
- make sure breaches of the Child Safe Code of Conduct and any instances of concerning behaviour from adults are reported immediately
- respect the privacy of children, and their families, and keep all information about child protection concerns confidential.

I won't:

- be alone with a child without the parents or caregivers, or at least one other adult present
- condone or participate in unsafe, harmful or abusive behaviour towards children, including psychological, physical and sexual abuse, grooming, misconduct or lack of appropriate care
- ignore or disregard any concerns, suspicions or disclosures of child abuse
- exaggerate or trivialise child abuse issues
- persistently criticise or denigrate a child
- use hurtful, discriminatory or offensive behaviour or language with children
- verbally assault a child, or create a climate of fear
- deliberately prevent a child from forming friendships
- engage in unwarranted and inappropriate touching involving a child
- have contact after hours with children

- encourage a child to communicate with me in a private setting, including online or on social media
- give personal gifts or benefits of any kind to a child unless direct permission has been given from the parent or carer
- share details of sexual experiences with a child
- use sexual language or gestures in the presence of children
- show sexual, violent or other inappropriate images to a child
- take videos or images of children, or share videos and images of children, interacting with the organisation in private or without consent
- fail to report information to police or other relevant authorities if I know a child has been harmed or abused (see reporting obligations below).

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 club 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.

Internal and external reporting obligations

You must follow all internal and external reporting obligations set out in our organisation's Child Safe Policy.

Criminal offences for not acting to protect children

Some breaches of this code of conduct may need to be reported to NSW Police, the Office of the Children's Guardian or the Department of Communities and Justice.

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.

The adult concerned should reach out to the Club President or another Committee Member within the organisation if they are unsure of what may need to be reported externally.

Penalties for staff or volunteers who breach our Child Safe Code of Conduct

Volunteers or members who breach our Child Safe Code of Conduct even if they do not commit a criminal offence may still be subject to disciplinary action, including termination of membership.

Concerning behaviours

If a volunteer or member shows patterns of concerning behaviour but do not commit a criminal offence, this may result in increased supervision or other restrictions. If these behaviours of concern continue, the volunteer may be subject to disciplinary action, including termination of membership.

Agreement to abide by the terms of Child Safe Code of Conduct

I have read and agree to abide by the terms of this Child Safe Code of Conduct

Name of staff member or volunteer

Role in organisation

Signature and date

X _____

Date document reviewed

14/09/2026

Next review date

14/09/2029

If there are any critical incidents, the document will be reviewed immediately.

Signature of responsible officer

Murray Makin

Digitally signed by: Murray Makin
DN: CN = Murray Makin email = murray.makin@thalesgroup.com.au C = AD O = Thales OU = AWS
Date: 2026.09.14 21:53:07 +10'00'

X _____ President KCC

Person responsible for policy and compliance

Date: 14/09/2026