



NFNL Child Safety Code of Conduct February 2018

The NFNL and its affiliated clubs are committed to the safety and wellbeing of children and young people. Our community recognises the importance of, and a responsibility for, ensuring the NFNL and clubs are a safe, supportive and enriching environment which respects and fosters the dignity and self-esteem of children and young people, and enables them to thrive in their learning and development.

This Code of Conduct aims to protect children and reduce any opportunities for child abuse or harm to occur. It also assists in understanding how to avoid or better manage risky behaviours and situations. It is intended to complement child protection legislation, NFNL policy, club policies and procedures and professional standards, codes or ethics as these apply to staff, volunteers and other personnel.

All staff, contractors, volunteers and any other member of the NFNL community involved in child-related work are required to comply with the Code of Conduct by observing expectations for appropriate behaviour below. The Code of Conduct applies in all NFNL and club situations, including camps and in the use of digital technology and social media.

Behaviour Guidelines

As staff, volunteers, contractors, and any other member of the NFNL community involved in child-related work individually, we are responsible for supporting and promoting the safety of children.

- Positive guidance - acting appropriately with children.
- Adhering to role boundaries – should not act outside out of the confines of the duties of your role.
- Use of language and tone of voice – no swearing or defamatory language, clear direction and encouragement, not being harmful in what you say.
- Supervision – avoid being alone one on one with a child out of the view of others where possible.
- Use of electronic communications – where possible email, text messages and social media communications to include parent/guardian or within an open group message.
- Photographs of children and young people – within expectations of AFL privacy policy e.g. photos taken in context of the program, dressed appropriately, etc.
- Physical contact with children and young people – done when reasonable and in an appropriate manner.
- Sexual misconduct – under no circumstances are sexual acts to occur with or in the presence of children.
- Change room arrangements – important to supervise children while also balancing a child's right to privacy.
- Transporting children – prior authorisation from management and child's parents.
- Gift giving – prior authorisation from management and child's parents.
- Overnight stays – work purposes only within a part of a formal program with authorisations from parents. Gender of supervisors considered and balanced with children participating.
- Alcohol & Drugs – while on duty must not use, possess or be under the influence of alcohol or drugs, including being incapacitated from legal medications. And not supplying to children.

This Code of Conduct was approved by the NFNL on February 2018 for review if legislative or other changes require in the interim or no later than December 2018.