



Child Safe Policy

This Code of Conduct outlines appropriate standards of behaviour by adults including Boost Sport Franchisees and Coaches towards children attending Boost Sport programs.

The Code of Conduct aims to protect children and reduce any opportunities for abuse or harm to occur. It also helps staff by providing them with guidance on how to best support children and how to avoid or better manage difficult situations. This Code of Conduct applies to all people involved in Boost Sport activities, including Directors, Franchisees, coaches and parents.

Under the Directors, management will:

- Be responsible for the overall welfare and well-being of Franchisees and coaches.
- Be accountable for managing and maintaining a duty of care towards Franchisees and coaches.
- Nominate a Child Protection Officer to provide information and support to all staff, children, young people and their carers regarding child protection matters.

All Boost Sport staff who are involved in the care of children are responsible for promoting the safety and wellbeing of children and young people by:

- Adhering to our Child Safe Policy, this Code of Conduct and other Boost sport policies
- Taking all reasonable steps to protect children from abuse
- Treating everyone with respect, including listening to and valuing their ideas and opinions
- Welcoming all children and their families and carers and being inclusive
- Respecting cultural, religious and political differences and acting in a culturally sensitive way, particularly when interacting with children who are Aboriginal or otherwise culturally or linguistically diverse and those with a disability
- Modelling appropriate adult behaviour
- Listening to children and responding to them appropriately
- Reporting and acting on any breaches of this Code of Conduct, complaints or concerns appropriately and treat them seriously and with respect.
- Complying with our guidelines on physical contact with children
- Working with children in an open and transparent way – other adults should always know about the work you are doing with children.
- Respecting the privacy of children and their families, and only disclosing information to people who have a need to know.

Boost Sport staff (Franchisees and coaches) MUST NOT:

- Seek to use children in any way to meet the needs of adults.
- Ignore or disregard any concerns, suspicions or disclosures of child abuse.
- Use prejudice, oppressive behaviour or language with children.
- Engage in any activity with a child that is likely to physically or emotionally harm them.
- Discriminate on the basis of age, gender, race, culture, vulnerability or sexuality.
- Initiate unnecessary physical contact with children or do things of a personal nature that children can do for themselves, such as toileting or changing clothes.
- Develop 'special' relationships with specific children or show favouritism through the provision of gifts or inappropriate attention.
- Exchange personal contact details such as phone number, social networking site or email addresses with children.
- Have unauthorised contact with children and young people online or by phone.
- Show favouritism through the provision of gifts or inappropriate attention.
- Photograph or video a child without the consent of the parent or guardian.
- Work with children whilst under the influence of alcohol or illegal drugs.

Bad Behaviour & Bullying:

Boost Sport has a zero tolerance for bad behaviour and bullying. We want all participants to feel safe and included in our programs.

Preventative measures of bullying and bad behaviour:

- All children are advised about our zero tolerance to bullying at the start of each program and are encouraged to let Boost Staff members know if they feel they are being bullied.
- Coaches will make themselves aware and look out for any possible bullying or harassment through-out the program and ensure that the children are:
 - ✓ Being respectful towards other's personal property, Boost Sport coaches and equipment and the venue facilities.
 - ✓ Treating others with respect and as they would like to be treated;
 - ✓ Not seeking to harm, humiliate, intimidate, undermine or coerce other children.
 - ✓ Refraining from swearing, hurtful language and aggressive behaviour.
 - ✓ Preventing any behaviour that is unwelcome, offensive, intimidating or humiliating to the other person. This includes, unwelcome physical contact, sexual comments or jokes and propositions.
 - ✓ Maintaining age-appropriate relationships with other attendees e.g. older children not 'befriending' younger participants.

Consequences of bullying or bad behaviour:

- If a child demonstrates inappropriate behaviour, Boost coaches will use appropriate strategies, such as speaking with the child, or asking them to sit out.
- Where appropriate, Boost Sport coaches will notify parents and, in fairness to other participants and families, maintains the right to instigate disciplinary action. This will depend on the severity of the case and may involve an apology or suspension from participating in programs or another form of action.