

Child Safe Code of Conduct

May 2025



This Child Safe Code of Conduct aims to protect children and reduce any opportunities for abuse or harm to occur. It also helps staff and volunteers 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 the activities of Northcote Junior Football Club (NJFC), including players, coaches, officials, volunteers and parents. Any alleged breach of this Code will be investigated and may result in action being taken by the Club. This may involve disciplinary action under the NJFC Constitution or mandatory reporting to the appropriate authority if the allegation is of a sufficiently serious nature. We are also bound by the Yarra Junior Football League Rules and By-laws – <https://www.yarrajfl.org.au/rules-by-laws>.

All Northcote Junior Football Club personnel 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 NJFC policies
- Taking all reasonable steps to protect children from abuse
- Treating everyone with respect, including your team, the opposition, umpires, officials and other volunteers
- Welcoming all children and their families and carers and being inclusive irrespective of age, cultural or religious background or level of ability
- Modelling appropriate adult behaviour, such as sportsmanship and respect for rules
- Valuing effort and persistence and skill development as at least as important as victory
- 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.

Northcote Junior Football Club personnel **MUST NOT**:

- Seek to use children in any way to meet the needs of adults
- Force an unwilling child to participate in football
- Ridicule or yell at a child for making a mistake or losing a competition
- Ignore or disregard any concerns, suspicions or disclosures of child abuse
- Use prejudice, oppressive behaviour or language with children, engage in rough physical games
- 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 for purposes not related to NJFC football
- Have unauthorised contact with children and young people online or by phone for purposes not related to NJFC football.

By observing these standards you acknowledge your responsibility to immediately report any breach of this code to a NJFC Child Safety Officer. **If you believe a child is at immediate risk of abuse phone 000.**

Last updated: May 2025

This version supersedes the former version of this policy/code of conduct dated October 2020.