



Child Safe Code of Conduct

Title	Content
Commitment to child safety	<ul style="list-style-type: none">• We are committed to providing a safe and inclusive environment for all children and young people• The safety and wellbeing of children is central to all our decision-making• Our service is committed to child safety• Race Pace does not tolerate child abuse and takes the matter very seriously• All children and young people have a right to feel safe and be safe• We are committed to providing children and young people with an environment where they feel safe, and are listened to and believed• We are committed to supporting the safety of all children and young people from all diverse cultural backgrounds,• We are committed to providing a safe and inclusive environment for children with<ul style="list-style-type: none">• disability• We believe all children are unique and have the right to be protected.• It is the responsibility of all participants at Race Pace schools including coaches, club members, medical personnel, parents, carers, adults and children to treat each other with respect and dignity, and to understand that these types of abuse are not tolerated at Race Pace.<ul style="list-style-type: none">• Physical abuse• Verbal abuse• Sexual abuse• Psychological or emotional abuse• Any type of discrimination

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<p>Positive behaviours that are consistent with Race Pace culture</p>	<ul style="list-style-type: none"> • We will take a preventative, proactive and participatory approach to child safety • We value and empower children to participate in decisions that affect their lives • We foster a culture of openness that supports the safe disclosure of risks of harm to children • We respect diversity in cultures and child-rearing practices while keeping child safety paramount • We provide written guidance on appropriate conduct and behaviour towards children • We engage only the most suitable people to work with children, and have high-quality supervision and professional development of our staff and volunteers • We make sure children know who to talk with if they are worried or are feeling unsafe • We support children and young people to be comfortable and encouraged to raise any issues that concern them • We report suspected abuse, neglect or mistreatment promptly and lawfully to the appropriate authorities • We share information appropriately and lawfully with other organisations where the safety and wellbeing of children is at risk • We value the input of, and communicate regularly with, families and carers • We review our policies and procedures at least annually to ensure our staff have clear and relevant guidance on appropriate behaviour with children.
<p>Negative behaviours that are unacceptable</p>	<p>Race Pace does not tolerate child abuse and will not accept any of the following from all participants at Race Pace schools including coaches, club members, medical personnel, parents, carers, adults and other children</p> <ul style="list-style-type: none"> • Physical abuse • Verbal abuse • Sexual abuse • Psychological or emotional abuse • Any type of discrimination

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Concerning behaviours	<p>Besides these types of abuse</p> <ul style="list-style-type: none"> • Physical abuse • Verbal abuse • Sexual abuse • Psychological or emotional abuse • Any type of discrimination <p>These types of behaviour are concerning and should be reported:</p> <ul style="list-style-type: none"> • Flirting • Grooming • Sexual innuendo • Inappropriate text messaging • Inappropriate photography • Exposure to pornography or nudity • descriptions of sexual acts without a legitimate reason to provide the descriptions • Sexual comments, conversations or communications • Comments to a child that express a desire to act in a sexual manner towards the child, or another child • Ill-treatment of a child • Neglect of a child • An assault against a child
Internal and external reporting obligations	<p>Please refer to the Race Pace Child Safe Reporting Policy</p>

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Criminal offences for not acting to protect children	<p>From 31 August 2018, amendments to the Crimes Act 1900 commenced to introduce new offences of concealing a child abuse offence (section 316A – which states, who fails without reasonable excuse to bring that information to the attention of a member of the NSW Police Force as soon as it is practicable to do so, is guilty of an offence. 5 years is the maximum penalty for the child abuse offence is 5 years imprisonment or more.) and failing to remove the risk that a worker will commit a child abuse offence (section 43B). The new offences are part of a suite of reforms to strengthen child sexual abuse laws in NSW, based on the Royal Commission’s Criminal Justice Report. For more info go to https://legislation.nsw.gov.au/view/html/inforce/current/act-1900-040</p> <p>All adults in NSW are required to report information to Police if they:</p> <ul style="list-style-type: none"> • Know, believe or reasonably ought to know that a child (under 18 years) has been abused, or • Know, believe, or reasonably ought to know that they have information that might materially assist in securing the apprehension, prosecution or conviction of the offender. <p>This offence covers sexual abuse, serious physical abuse and extreme neglect of a child (under 18 years). It has a maximum penalty of imprisonment for two years.</p> <p>A person will not be guilty of the offence, however, if they have a reasonable excuse for not reporting the information to Police. This is similar to the existing requirement to inform Police of a serious indictable offence (section 316 of the Crimes Act 1900). Reasonable excuses for not reporting information to Police include knowing or reasonably believing that:</p> <ul style="list-style-type: none"> • The information has already been reported under mandatory reporting obligations, such as to the Child Protection Helpline, NSW Health Child Wellbeing Unit or to the Ombudsman under the Reportable Conduct Scheme, or the person believes on reasonable grounds that another person has reported it • The information is already known to Police • The alleged victim is an adult at the time of providing the information and doesn’t want it reported to the Police, or • There are grounds to fear for their safety or another person’s safety if they report to Police. <p>In addition, the person has a reasonable excuse for failing to notify the Police if they were under 18 years of age when they obtained the information.</p>
Penalties for coaches who breach the Child Safe Code of Conduct	<p>Depending on the severity of the breach coaches will be reprimanded by either:</p> <p>Verbal warning</p> <p>First written warning</p> <p>Second written warning</p> <p>Termination</p>
Name of person who has read and agreed to abide by the terms of this Child Safe Code of Conduct	<p>Michel Constantinou</p>

Title	Content
Next review date	2/01/2025