



RMTC

The Royal Melbourne Tennis Club

Child Safety and Wellbeing Code of Conduct

(Adopted by RMTC Committee, 19 April 2023)

Purpose

The Royal Melbourne Tennis Club's Child Safety and Wellbeing Code of Conduct sets out the expected behaviour of adults with children and young people at our club. All Royal Melbourne Tennis Club staff, volunteers, contractors, service providers, members and any other adult involved in child-connected work must follow the Child Safety and Wellbeing Code of Conduct.

The Child Safety and Wellbeing Code of Conduct applies to all physical and online environments used by Royal Melbourne Tennis Club. It also applies during or outside of Royal Melbourne Tennis Club's operating hours, and at other locations provided by the Royal Melbourne Tennis Club for use by children and young people (for example, a tennis competition).

Acceptable behaviours

As Royal Melbourne Tennis Club staff, volunteers, contractors, members and guests participate in child-connected activities, we are responsible for supporting and promoting the safety of children by:

- upholding our commitment to child safety at all times and adhering to our **Members' and Staff Protection Policy**;
- treating children, young people and families in our community with respect in our environment and outside our environment as part of normal sporting, social and community activities;
- listening and responding to the views and concerns of children and young people, particularly if they disclose that they or another child or student has been harmed or abused, or are worried about their safety or the safety of another child or young person;
- ensuring, as far as practicable, that adults are not alone with a child or young person— one-to-one interactions between an adult and a student are to be in an open space or in line of sight of another adult (preferably a parent or guardian)
- reporting any breaches of this code, allegations of child abuse or other child health, safety or wellbeing concerns to a Committee Member as soon as practicable;

- understanding and complying with all reporting and disclosure obligations in line with our Members' and Staff Protection Policy; and
- if child abuse is suspected, ensuring as quickly as possible that the children and young people are safe and protected from harm.

Unacceptable behaviours

As Royal Melbourne Tennis Club's staff, volunteers, contractors, members and guests participate in child-connected activities we must not:

- ignore or disregard any concerns, suspicions or disclosures of child abuse or harm;
- develop a relationship with any child or young person that could be seen as favouritism or amount to 'grooming' behaviour (for example, by offering gifts);
- display behaviours or engage with students in ways that are not justified by the educational or professional context;
- ignore an adult's overly familiar or inappropriate behaviour towards a child or young person;
- discuss intimate topics or use sexualised language;
- treat a child or student unfavourably because of their disability, age, gender, race, culture, vulnerability, sexuality or ethnicity;
- communicate directly with a child or young person through personal or private contact channels (including by social media, email, instant messaging, texting etc) except where that communication is reasonable in all the circumstances or where there is a safety concern or other urgent matter;
- photograph or video a child or student in the club environment except in accordance with the Members' and Staff Protection Policy; and
- consume alcohol in a manner contrary to Royal Melbourne Tennis Club's policy or take illicit drugs in the club environment or at club events where children and young people are present.

Breaches to the Child Safety Code of Conduct

All As Royal Melbourne Tennis Club staff, volunteers, contractors and members who breach this Child Safety and Wellbeing Code of Conduct may be subject to disciplinary procedures.

In instances where a reportable allegation has been made, the matter will be managed in accordance with guidance provided by the Commission for Children and Young People and may be subject to referral to external authorities including but not limited to Victoria Police.

All breaches and suspected breaches of the Child Safety and Wellbeing Code of Conduct must be reported to a Committee Member as soon as practicable.

Last updated: April 2023