



Working together to increase participation in ice sports

Ice Sports Victoria, and its Affiliates' - Child Safe Code of Conduct V2

Ice Sports Victoria, and/or its Affiliates' Child Safe Code of Conduct - Introduction

Ice Sports Victoria's **Child Safe Code of Conduct** requires all persons involved in its ice sports, including ice sports offered by its Affiliates (All) to abide by certain behavioural standards when it comes to dealing with **Children and Young People (CYP)**. It also requires additional behavioural standards to be met by all **Persons in Positions of Authority (PPA)** in our sports. This document summarises those requirements.¹

No.	Provision	Who
1	Positive Guidance	PPA (Persons in Positions of Authority)
A	Clear directions given to CYP	
B	CYP opportunities to redirect their misbehavior in a positive way.	
C	Strategies that are fair, respectful and appropriate to the developmental stage of CYP.	
D	No physical punishment, cruel/degrading/humiliating, etc treatment.	
2	Adhering to Role Boundaries	PPA
A	Act only within the confines of your duties/role.	
	<p>Unless you're a Parent/Carer of your own child or you have express consent from Parent(s)/Carer(s), do not:</p> <ul style="list-style-type: none"> i. Provide unauthorised transportation. ii. Engage in activities with CYP who are our clients outside of our programs, activities, services or events. iii. Seek contact with CYP who are our clients outside our programs, activities, services and events. iv. Accept an invitation to attend any private social function at the request of a CYP who is our client. 	PPA

¹ This document has been developed from the Child Safety in Netball (Netball Victoria) Code of Conduct summary, <https://vic.netball.com.au/sites/vic/files/2020-04/NV%20Code%20of%20Conduct%20CYP%20Summary%20301019%20%283%29.pdf>
29 June 2022

No.	Provision	Who
3	Working with Children Checks Comply with the ISV Working with Children Check Regulations	PPA & Volunteers with regular roles with either Ice Sports Victoria and/or its Affiliates.
4	Language and Tone of Voice:	ALL
	a) Should be clear, encourage and affirm CYP and boost their confidence. b) Should NOT be harmful (ie, derogatory, threatening, frightening, profane, sexual, etc), discriminatory, racist or sexist.	
5	Supervision of CYP	
	Ensure that participants: a) Engage positively with the delivery of the service, program, event or facility b) Behave appropriately towards one another c) Are in a safe environment, protected from harm d) Avoid unsupervised situations with PPA – CYP and PPA should always be in view of other PPA and/or parents/carers.	PPA
6	Use of Electronic Communications:	
	a) PPAs must, wherever possible copy parent(s) /carer(s) into social media messages (eg, text, email, Facebook, Instagram, Snapchat, etc) or any other form of electronic communication message. b) If a parent or carer is not copied into electronic communication, PPAs must restrict communication to issues relevant to the delivery of Ice Sport Victoria, and/or its Affiliates', services, activities, or programs (eg, that training is cancelled) and not communicate anything that could be interpreted as sexual. c) PPAs must not communicate with CYP using Internet chat rooms, game sites, instant messaging or anything of a similar nature. d) PPA's must not request a CYP to keep communication a secret from their parents/carers.	PPA

No.	Provision	Who
7	Giving Gifts to CYP	
	Must be authorised by an appropriate Senior Person and PPAs must ensure that parents or carers are aware of the gift.	PPA
8	Photographs	
A	<p>PPAs may only take photographs/footage of CYP if:</p> <ul style="list-style-type: none"> i. prior approval is granted by parents/carers and by Ice Sports Victoria or the relevant Affiliates; ii. the context is directly related to Ice Sports Victoria and/ or its Affiliates; iii. the CYP is appropriately dressed and posed; iv. the image/footage is taken in th presence of other PPAs. <p>b) Images must not be distributed to anyone outside PPAs other than the CYP or their parent/carer without knowledge and approval of an appropriate Senior Person.</p> <p>c) Images are to be stored in manner that prevents unauthorised access, either locked drawers (hardcopy) or password protected (softcopy).</p> <p>d) Images must be destroyed/deleted when no longer required</p> <p>e) Images must not be exhibited online without parent/carer approval unless the CYP is/are de-identified.</p>	PPA
9	Physical Contact with CYP	
	<p>Physical Contact with CYP must be appropriate to delivery of Ice Sport Victoria, services, events, programs or activities, services, events, programs, of its Affiliates, and based on the needs of the CYP (ie. to comfort if distressed).</p> <p>It must not:</p> <ul style="list-style-type: none"> A) involve touching genitals, breasts or buttocks (unless as part of delivering medical or allied health services by a qualified PPA and the CYP or their parent/carer has given permission to do so or it is required in a medical emergency); B) Appear to have a sexual connotation; C) Be intended to cause pain or distress; 	PPA

No.	Provision	Who
	<p>D) Be overly physical (ie, wrestling, tickling, etc); Be unnecessary;</p> <p>E) Be initiated against the wishes of a CYP (unless to prevent injury);</p> <p>F) Physical contact that is sexual and/or inappropriate between CYP must be reported to a PPA or Senior Person.</p>	PPA
10	Sexual Misconduct	
	<p>No form of “sexual behaviour” is to occur between, with or in the presence of CYP in ice sports governed by Ice Sports Victoria and/or those of its Affiliates, even if the CYPs involved are of or above the legal age of consent. This is “Reportable Conduct” to the Commission for Children and Young People under the Reportable Conduct (Vic) Scheme.</p> <p>“Sexual behavior” is to be interpreted broadly (ie, kissing, fondling, etc) and If approached by a CYP, PPA’s must discourage the CYP; and remove themselves from any immediate/future contact with the CYP (so that they do not have to continually discourage the CYP). If the PPA has any concerns that the behaviour of a CYP could be misunderstood and is causing them concern they can report this to the relevant Child Safe Person as a precautionary measure.</p> <p>PPAs and adult participants in ice sports should avoid where possible consensual intimate relationships.</p>	ALL
11	Overnight Stays & Sleeping Arrangements for CYP	
	<p>Overnight stays are to only occur with the authorisation of parents/carers and appropriate Senior Persons in ice sports and there are particular standards of behaviour that must be upheld:</p> <p>a) Providing CYP with privacy when bathing/dressing;</p> <p>b) Observing appropriate dress standards (ie, no nudity);</p> <p>c) Not exposing CYP to pornography;</p> <p>d) Not leaving CYP unsupervised;</p> <p>e) Ensuring appropriate sleeping arrangements;</p> <p>f) Allowing CYP to contact their parents/carers or others if they feel unsafe, uncomfortable or distressed.</p>	PPA

No.	Provision	Who
12	Change Room Arrangements	
	PPAs must: <ul style="list-style-type: none"> a) supervise CYP in change rooms whilst balancing their right to privacy; b) avoid one-to-one situations with CYP in change rooms; c) ensure adequate supervision in “public” change rooms; d) ensure that females not enter male change rooms and vice versa. 	PPA
13	Use, possession or supply of alcohol or drugs	
	PPAs on duty must not use possess, or be under the influence of illegal or illicit drugs, alcohol or be incapacitated by any other legal drug and nor may they supply alcohol or drugs (including tobacco) to CYP.	PPA
14	Transporting Children	
	PPAs can only transport CYP in circumstances that are directly related to the delivery of Netball services, events programs or activities, and only with express authorisation of an appropriate Senior Person and the parent(s)/carer(s) of the CYP.	PPA

Record of Review of ISV, and/or its Affiliates’ , Child Safe Code of Conduct

Document	Author	Date	Reviewed By	Amended by/ Date
ISV Child Safe Code of Conduct V1	Louise Bricknell (LB Project Manager)	1/7/22	William Younger Acting CEO	LB 7/7/22
ISV Child Safe Code of Conduct V2	LB	7/7/22	LB	LB 7/7/22
ISV Child Safe Code of Conduct V2	LB	6/8/22	Authorised by Board	Board 8/7/22