

Code of Conduct for People in Positions of Authority When Dealing with Children & Young People

The Code of Conduct should be followed at all times and by all Members and all people involved in any way with SLS.

Adhering to Role Boundaries

Persons in Positions of Authority should act within the confines of their duties at all times, subject to a direction by a relevant Senior Person.

Uniform and Identity Card/Pass/Badge/Working with Children Check (WCC)

Persons in Positions of Authority other than parents/carers of Children and Young People or Participants should have available their uniform or identification tag/badge/pass (where issued and/or available) only while involved in delivering services, programs, events or activities or as required by their role, such as when representing an SLS Entity at designated events and functions, or to and from that work.

Use of Language and Tone of Voice

Language and tone of voice used in the presence of Children and Young People should:

- provide clear direction, boost their confidence, encourage or affirm them
- not be harmful—therefore, avoid language that is intended to be, or is received or likely to be received by the individual it is directed at or any other person as:
 - discriminatory, racist or sexist
 - derogatory, belittling or negative, for example, by calling a Child or Young Person a ‘loser’ or telling them they are ‘too fat’
 - threatening or frightening
 - profane or sexual

Similar language and tone of voice should be used in all Member-to-Member transactions.

Supervision of Children and Young People

Persons in Positions of Authority responsible for supervising Children and Young People in relation to whom SLS Entities have a direct role in providing activities, events, programs and services must strive to ensure that those Participants:

- engage positively within the delivery of the service, program, event or facility
- behave appropriately towards one another
- are in a safe environment and are protected from external threats

Use of Electronic Communications

Other than between Children and Young People, wherever possible, social media messages (such as text, email, Facebook or Instagram, Snapchat, WhatsApp) sent to a Child or Young Person by a Person in a Position of Authority should be copied to their parent or carer.

Giving Gifts to Children and Young People

Other than parents/carers of Children and Young People giving gifts to their own child or children, the giving of gifts by Persons in Positions of Authority to Children and Young People to whom services are provided is subject to:

- obtaining prior authorisation from a Senior Person permitted to authorise gift-giving from an SLS Entity
- parents or other responsible adults being made aware of any gift given

Photographs of Children and Young People

Subject to all relevant SLSA policies (including this Policy) Children and Young People to whom a service is delivered are to be photographed while involved in a relevant SLS service, activity, event or facility only if:

- prior approval has been granted by the relevant Child and Young Person or the parents/guardian of the relevant Child and Young Person and by the relevant SLS Entity
- the context is directly related to participation in SLS
- the Child or Young Person is appropriately dressed and posed
- the image is taken in the presence of other Persons in Positions of Authority

Change Room Arrangements

Persons in Positions of Authority:

- should avoid one-on-one situations with Children and Young People in a change room area
- are not permitted to use the change room area to, for example, undress, while Children and Young People are present unless they are also competing in a SLS event or are participating in a SLS training environment
- need to ensure adequate supervision in public change rooms when they are used
- need to provide the level of supervision required for preventing Child Abuse by members of the public, adult service users, peer service users or general misbehaviour, while also respecting a Child's privacy

In addition, females should avoid entering male change rooms and males should avoid entering female change rooms in any circumstance (other than an emergency). If a female has to enter a male change room or a male has to enter a female change room, adequate supervision is required.

Physical Contact with Children and Young People

Any physical contact with Children and Young People must be appropriate to the delivery of SLS services, events, programs or activities, such as when fitting sporting equipment like goggles, and appropriately correcting technique and based on the needs of the Child or Young Person (such as to assist or comfort a distressed young person) rather than on the needs of Persons in Positions of Authority.