

ISA Child Safe Code of Conduct

This Code of Conduct outlines the mandatory standards of ethical, professional, and child-safe conduct for all persons involved in ISA activities. Adherence to this Code is a non-negotiable condition of employment, engagement, or volunteering with the ISA and its Member Schools during ISA-related activities.

1. Application and Overarching Principles

1.1 Application: This Code applies to all ISA Staff / ISA Officials (employees, coaches, managers, officials, volunteers, and contractors) involved in any ISA competition, training, trial, or tour.

1.2 Best Interests of the Child: All ISA Staff / ISA Officials must always act in the best interests of the child.

1.3 Zero Tolerance: You must ensure your actions and behaviours uphold the ISA's zero-tolerance stance towards child abuse, neglect, exploitation, bullying, hate speech, and discrimination.

1.4 Legal Compliance (NSW): You must comply with all relevant NSW legislation, including the *Crimes Act 1900 (NSW)*, the *Children and Young Persons (Care and Protection) Act 1998*, and the ISA Child Safe Policy and Procedures.

2. Mandatory Reporting Obligations (Children and Young Persons (Care and Protection) Act 1998 (NSW))

2.1 Who is a Mandatory Reporter:

All ISA Staff / ISA Officials who deliver services to children as part of their role are *mandatory reporters* under s27 of the Children and Young Persons (Care and Protection) Act 1998 (NSW).

2.2 Threshold for Reporting:

A mandatory reporter must make a report to the Department of Communities and Justice (DCJ) when they have reasonable grounds to suspect that a child is at risk of significant harm (ROSH).

Risk of significant harm may relate to:

- Physical abuse
- Sexual abuse or grooming
- Neglect (supervisory, physical, medical, educational)
- Exposure to domestic violence
- Psychological harm
- Prenatal concerns

2.3 Direct Reporting Requirement:

Mandatory reporters must make a report directly to DCJ via the Child Protection Helpline or eReport system.

Internal reporting to the ISA CSO does not replace the legal requirement to report externally.

2.4 Protections for Reporters:

A person who makes a report in good faith is protected by law from:

- Civil or criminal liability
- Breach of professional ethics

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- Defamation claims

2.5 Offence for Failure to Report:

Failure to make a mandatory report when required may constitute a breach of statutory duty and will be treated as a serious breach of this Code.

3 Information Exchange for Child Safety

3.1 Legal Authority to Share Information:

ISA Staff / ISA Officials may share relevant information with prescribed bodies (e.g., Police, DCJ, OCG, schools, health services) under Chapter 16A of the Children and Young Persons (Care and Protection) Act 1998.

3.2 Purpose of Information Exchange:

Information may be shared to:

- Promote the safety, welfare, or wellbeing of a child
- Manage risks posed by adults
- Assist another agency to fulfil its child protection functions

3.3 Confidentiality:

Information shared under Chapter 16A must be:

- Relevant
- Accurate
- Stored securely
- Used only for child safety purposes

4 Personnel Suitability and Recruitment

4.1 Working with Children Checks (WWCC):

- **Mandatory Clearance:** All ISA Staff / ISA Officials must hold a valid WWCC Clearance, which is verified by the relevant Member School and the ISA.
- **Disqualification:** If an individual becomes a disqualified person under the *Child Protection (Working with Children) Act 2012 (NSW)* during their engagement, they will be immediately removed from Child-Related Work and may be suspended or redeployed pending the outcome of an investigation.

4.2 Recruitment and Screening: ISA maintains a rigorous and consistent recruitment, screening, and selection process for its direct employees, ensuring that candidates for child-related roles are thoroughly assessed for their suitability.

4.3 Training: All ISA Staff / ISA Officials will be provided with appropriate training and induction to ensure they understand the ISA's commitment to child safety and their specific role in safeguarding children.

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5. Conduct Involving Children

5.1 Criminal Conduct Involving Children

ISA Staff / ISA Officials must not engage in any conduct that constitutes a criminal offence involving a child, including:

- Grooming
- Sexual touching or sexual acts
- Filming a child for sexual purposes
- Physical assault
- Stalking or intimidation
- Any suspected criminal conduct must be reported immediately to Police and the ISA CSO.

5.2 Professional Boundaries and Interaction

Required Conduct	Prohibited Conduct
Maintain Professionalism: Treat all children, young people, and colleagues with respect, fairness, and dignity.	Show Favouritism: Develop "special" relationships with students or offer gifts/special treatment that could be seen as favouritism.
Enforce the Rule of Two: Ensure all one-on-one interactions are conducted in an open space and in full view of others.	Isolate Children: Never be alone with an individual child in an enclosed or secluded space (e.g., storeroom, private vehicle, locked room).
Document 1:1 Contact: Record and document any necessary one-on-one contact with a student (e.g., injury treatment, sensitive discussion) for transparency.	Use Inappropriate Language: Engage in open discussions of a mature or adult nature or use inappropriate language/gestures in the presence of children.
Physical Contact: Ensure physical contact is appropriate, reasonable, and necessary for coaching or duty of care (e.g., first aid) and permission is sought first.	Engage in Rough Play: Exhibit behaviours that may be construed as unnecessarily physical or rough play.
Dress Code: Ensure personal appearance is neat, clean, and appropriate for the sporting activity and professional setting.	Work Under Influence: Work with any young person while under the influence of alcohol or illegal drugs/substances.
	Engage in Hate Speech: Use language, gestures, or expressions that demean, threaten, or target a child or group based on race, culture, religion, gender, sexuality, disability, or any protected attribute.

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6. Electronic Communication and Technology

6.1 Use Official Channels: Conduct all necessary electronic communication through official, school-sanctioned channels (e.g., school email).

4.2 Prohibited Contact: Do not interact with students through your personal telephones or social media accounts in an inappropriate or non-professional manner, or exchange personal contact details.

4.3 Image Use: Adhere strictly to the ISA and Member School policies on taking/using images of children, ensuring necessary parental consent is obtained.

7. Diversity, Inclusion, and Empowerment

ISA Staff / ISA Officials must actively work to create a safe, inclusive, and empowering environment for all children.

7.1 Cultural Safety: Respect and value the diverse identities of Aboriginal and Torres Strait Islander children. Actively work to eliminate racism and ensure culturally safe spaces, never questioning a child's self-identification.

7.2 Specific Vulnerability: Give particular attention to the needs of vulnerable children, including children with disability, children from CALD backgrounds, and those identifying as LGBTQIA+.

7.3 Hate Speech Prohibition: ISA Staff / ISA Officials must not engage in any form of hate speech. This includes verbal, written, or symbolic expressions that demean, exclude, or target individuals or groups. All interactions must actively promote safety, dignity, and inclusion for every child.

8. Conflicts of Interest and Accountability

8.1 Conflicts of Interest: Any employee must report a conflict of interest that may arise where they are required to make a decision about a child with whom they have a pre-existing family or close personal relationship. They must remove themselves from decision-making where a conflict has been identified.

8.2 Reporting Concerns (Child Safety Incident):

- A breach of this Code is a child safety incident.
- Any ISA Staff / ISA Officials member who witnesses, suspects, or is aware of, a breach of this Code, must make a report to the ISA Child Safety Officer (CSO) immediately and externally where required by law (Police, DCJ, or OCG).
- The ISA CSO will ensure children are informed about reporting and encourage them to raise child safety concerns. Parents/carers and community members may also report concerns to the CSO.
- Any instance of hate speech directed towards or witnessed by a child constitutes a breach of this Code and must be reported immediately to the ISA Child Safety Officer.

8.3 Investigation: The ISA CSO is required to investigate, or engage an external investigator to investigate, any alleged breaches of this Code of Conduct and treat it as a child safety concern which must be reported in accordance with the ISA Reporting Child Safety Concerns Policy.

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9. Roles and Responsibilities

This section defines the specific child safety responsibilities for key stakeholders within the ISA framework.

Stakeholder	Key Child Safety Responsibilities
ISA Board of Directors	<p>Governance and Oversight: Ensure the ISA maintains compliance with the NSW Child Safe Standards. Annually endorse the Child Safe Policy and Code of Conduct.</p> <p>Resource Allocation: Ensure adequate resources are provided for child safety training, risk management, and investigation processes.</p> <p>Receive Reports: Receive periodic reports on the operation of the Policy and the nature of any reportable allegations.</p>
Child Safety Officer (CSO)	<p>Operational Lead: Act as the first point of contact for all child safety concerns and breaches of this Code.</p> <p>Investigation & Reporting: Investigate, or delegate investigation of, alleged breaches. Ensure mandatory external reporting to the Police, DCJ, and OCG is completed promptly and according to law.</p> <p>Risk Management: Monitor and evaluate the effectiveness of the Child Safe Risk Management Plan.</p>
ISA Staff / ISA Officials	<p>Compliance: Always Comply fully with this Code of Conduct and the ISA Child Safe Policy. Reporting: Immediately report any child safety concerns (including a breach of this Code of Conduct) to the ISA CSO.</p> <p>Duty of Care: Act in the best interests of the child, maintain professional boundaries, and enforce the Rule of Two.</p>

10. Consequences for Breach

Any ISA Staff / ISA Official who breaches this Code is subject to disciplinary action, including, but not limited to:

- Remedial education or Counselling
- Increased supervision
- Restriction or direction to undertake alternate duties
- Suspension
- Termination of employment, contract, or engagement.
- Referral to the NSW Police Force or the Office of the Children's Guardian (OCG).

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