

## **Statement of Commitment**

Bonsai Karate is committed to the safety and wellbeing of all children and young people, including those who use our services. Our workers will treat them with respect and understanding and address their concerns at all times. Our organisation will endeavour to provide a safe and supportive service environment for children and young people through...

- Instructors having current Blue card
- Having a statement of commitment for the well being of children and young people
- a current and relative code of conduct for all people involved with Bonsai Karate including instructors, students, parents and any other people involved
- Policies for recruiting, selecting, training and managing employees (including volunteers)
- Procedures for handling disclosures and suspicions of harm
- Policies and procedures for compliance with blue card system requirements
- A risk management plan for high risk activities and special events
- Strategies for communication and support

## **Code of Conduct**

### **Code of conduct for parents and carers**

As a parent/carer of a child involved in the service provided by Bonsai Karate I agree that:

I will respect the rights, dignity and worth of every person, regardless of their abilities, gender, religion or cultural background.

I will respect the decisions of employees/officials and teach children to do likewise

I will focus on and encourage children's efforts and performance

I will support all efforts to remove any form of abuse in this organisation and encourage a safe and supportive service environment

I will remember that my child participates in activities for their own enjoyment, not mine

I will raise any issues or concerns with staff

I will not treat any child or young person in an unfair, unjust, or discriminatory manner

I will not smoke on the organisation's premises

I will not drink alcohol or use illicit substances while on the organisation's premises

## **Code of conduct for children and young people**

As children and young people who are part of (insert organisation's name) we agree that:

We will respect other children, young people and adults

We will cooperate and play by the rules

We will listen and receive instructions

We will control our temper

We will have a say about what we are involved in

We will speak up if we are worried or concerned about something

We will not be a bully or accept any bullying that we see

## **Code of conduct for Instructors**

As a instructor for Bonsai Karate I will: Respect the rights, dignity and worth of every person, regardless of their abilities, gender, religion or cultural background

Support all efforts to remove any form of abuse in this organisation and encourage a safe and supportive service environment

Ensure that any physical contact with others is appropriate to the situation and necessary for the person's skill development

Refrain from developing close personal relationships with the players outside of the coach/player relationship

Refrain from using abusive, derogatory or offensive language

Impart knowledge and skills of karate in a respectful and encouraging manner

Respect the decisions of the staff/officials and encourage players to do the same

Always consider the health, safety and welfare of the players

Not show favouritism toward talented players

Not be a 'winner at all costs' Instructor, remembering that junior players participate for pleasure and friendship, and winning is only part of the fun

## The standards of appropriate behaviour

<b>Behaviour</b>	<b>Appropriate</b>	<b>Inappropriate</b>
Language	<ul style="list-style-type: none"> <li>• Using encouraging/positive words and a pleasant tone of voice</li> <li>• Open and honest communication</li> </ul>	<ul style="list-style-type: none"> <li>• Insults, criticisms or name calling</li> <li>• Bullying, swearing or yelling</li> <li>• Sexually suggestive comments/jokes</li> </ul>
Relationships	<ul style="list-style-type: none"> <li>• Being a positive role model</li> <li>• Building relationships based on trust</li> <li>• Empowering children to share in decision making</li> </ul>	<ul style="list-style-type: none"> <li>• Favouritism or giving gifts</li> <li>• Spending excessive amounts of time alone with children</li> <li>• Contact outside of working hours (either physical or via email/phone)</li> <li>• Bullying, harassment</li> <li>• 'Grooming' children or young people</li> </ul>
Physical Contact	<ul style="list-style-type: none"> <li>• Allowing for personal space</li> <li>• Touching due to medical emergency or protecting from physical harm</li> <li>• Non-threatening</li> </ul>	<ul style="list-style-type: none"> <li>• Violent or aggressive behaviour including hitting, kicking, slapping or pushing</li> <li>• Kissing or touching of a sexual nature</li> <li>• consistent with 'grooming'</li> </ul>
Other	<ul style="list-style-type: none"> <li>• Appropriate attire/clothing for role</li> <li>• Use of internet/mobile phone for work related purposes only</li> </ul>	<ul style="list-style-type: none"> <li>• Using alcohol or other substances before or during work</li> <li>• Inappropriate clothing</li> <li>• Sending inappropriate emails</li> </ul>

In the event that the code of conduct for interacting with children and young people is breached, actions will be taken in accordance with our organisation's plan for managing breaches of the child and youth risk management strategy.