

Statement of Commitment

SANGEN Melbourne Aikikai is committed to the safety and wellbeing of all children and young people. It has zero tolerance for child abuse.

In complying with The Child Safe Standards, SANGEN Melbourne Aikikai adheres to the following principles to take account of the diversity of all children, including (but not limited to):

- the needs of Aboriginal and Torres Strait Islander children
- children from culturally and linguistically diverse backgrounds
- children with disabilities
- and children who are vulnerable.

All people involved with SANGEN Melbourne Aikikai are required to abide by this Child Safe Code of Conduct when engaged with children and young people.

This Child Safe Code of Conduct requires all staff, instructors, students, contractors, and volunteers to:

1. Take a preventative, proactive and participatory approach to child safety.
2. Foster a culture of openness that supports all persons to safely disclose risks of harm to children.
3. Respect diversity in cultures and child rearing practices while keeping child safety paramount.
4. Provide written guidance on appropriate conduct and behaviour towards children.
5. Engage the most suitable people to work with children and have quality supervision and offer relevant development opportunities.
6. Ensure children know who to talk with if they are worried or are feeling unsafe, and that they are comfortable and encouraged to raise such issues.
7. Report suspected abuse, neglect, or mistreatment promptly to the appropriate authorities.
8. Share information appropriately and lawfully with other organisations where the safety and wellbeing of children is at risk.
9. Value the input of and communicate regularly with families and carers.
10. Establish and maintain a child-safe environment for children and young people
11. Treat children and young people with respect and value their ideas and opinions
12. Act as positive role models in their conduct with children and young people
13. Respect the privacy of children, their families, teachers, carers, and only disclose information to people who have a need to know
14. If any concerns arise in the course of their work immediately contact SANGEN Melbourne Aikikai Child Safe Officer (see Code of Conduct).

Child Safe Code of Conduct

SANGEN Melbourne Aikikai recognises the importance of, and responsibility for, ensuring our organisation is a safe, supportive, and enriching environment which respects and fosters the dignity and self-esteem of children and young people.

This Code of Conduct aims to protect children and reduce any opportunities for child abuse or harm to occur.

It also provides SANGEN Melbourne Aikikai members with guidance on how to best support children, and how to avoid or better manage difficult situations.

This Code applies to all people involved in SANGEN Melbourne Aikikai activities, including staff, instructors, students, contractors, and volunteers.

The Code of Conduct applies to all students under the age of 18.

It covers all SANGEN Melbourne Aikikai activities, including regular classes, seminars, special courses, other special events and in the use of digital technology and social media.

Acceptable behaviours

SANGEN Melbourne Aikikai members must promote the safety and wellbeing of children by:

- Upholding the SANGEN Melbourne Aikikai commitment to child safety at all times.
- Taking all reasonable steps to protect children from abuse.
- Treating everyone with respect, including listening to and valuing their ideas and opinions.
- Respecting cultural, religious, and political differences and acting in a culturally sensitive way, particularly when interacting with children with a disability, who are Aboriginal or otherwise culturally or linguistically diverse.
- Modelling appropriate adult behaviour.
- Reporting and acting on any breaches of this Code of Conduct.
- Responding to complaints or concerns appropriately by contacting the Child Safe Officer.
- Respecting the privacy of children and their families, and only disclosing information to people who have a need to know.
- Promoting the safety, participation, and empowerment of students with a disability.
- Understanding and complying with all reporting or disclosure obligations (including mandatory reporting) as they relate to protecting children from harm or abuse.
- If child abuse is suspected, ensuring that the student(s) are safe and protected from harm as quickly as possible.
- Reporting any allegations of child abuse or other child safety concerns to SANGEN Melbourne Aikikai Child Safe Officer – Irena Krol.

Unacceptable behaviours

SANGEN Melbourne Aikikai members must not:

- Ignore or disregard any concerns, suspicions, or disclosures of child abuse.
- Develop a relationship with any student that could be perceived as favouritism or amount to 'grooming' behaviour (for example, offering gifts).
- Exhibit behaviours or engage in activities with students which may be interpreted as abusive and not justified.
- Ignore behaviours by other adults towards students if they appear to be overly familiar or inappropriate.
- Discuss content of an intimate nature or use sexual innuendo with students.
- Treat a child unfavourably because of their disability, age, gender, race, culture, vulnerability, sexuality, or ethnicity.
- Communicate directly with a student 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 and related to authorised SANGEN Melbourne Aikikai activities.
- Photograph or video a child unless authorisation has been given by their parents or carers, by completing the relevant permission form.
- Use prejudiced, oppressive behaviour or language with children.
- Shame, humiliate, oppress, belittle, or degrade children or young people.
- Engage in any activity with a child or young person that is likely to harm them physically or emotionally.
- Be alone with a child or young person unnecessarily and for more than a very short time.
- Engage in open discussions of a mature or adult nature in the presence of children.
- Use inappropriate language in the presence of children.

Reporting of issues and/or incidents suspected breaches of this Code of Conduct should be reported immediately to the SANGEN Melbourne Aikikai Child Safe Officer – Irena Krol.

These incidents will be reported to the police. SANGEN Melbourne Aikikai member(s) involved in such incidents or alleged breaches will be immediately stood aside pending investigation by authorities.

This Code of Conduct was endorsed and approved by SANGEN Melbourne Aikikai on 31st August 2021.