

# RBYC Code of Conduct



This Code of Conduct aims to set out the minimum standards for anyone involved in activities at Royal Brighton Yacht Club (RBYC), including visitors and contractors. It applies when racing, sailing, training or taking part in other club-sanctioned activities.

The child safe standards require organisations that provide services for children to have a code of conduct that establishes clear expectations for appropriate behaviour. This code of conduct requires all Flag Officers, General Committee and sub-committee members, members, staff and volunteers of RBYC (RBYC personnel) to observe child safe principles and expectations for appropriate behaviour towards and in the company of children.

## BASIC PRINCIPLES

- During on-water sailing activities the onus is on the skipper, boat owner and crew to support a sailing environment of mutual respect.
- Respect the decisions of race officers and club officials.
- Act within the rules and spirit of yacht racing and sailing.
- Promote fair play over winning at any cost.
- Act with integrity and objectivity, and accept responsibility for your decisions and actions.
- Support opportunities for participation in all aspects of sailing.
- Show respect and courtesy to all involved with sailing.
- Do not tolerate abusive, bullying or threatening behaviour.
- Treat each person as an individual.
- Encourage and support opportunities for people to learn appropriate behaviour and skills.
- Respect the rights and worth of every person, regardless of their age, race, gender, ability, cultural background, sexuality or religion.
- Wherever practical, avoid unaccompanied and unobserved one-on-one activity (when in a supervisory capacity or where a power imbalance exists) with people under the age of 18.
- Display appropriate and responsible behaviour in all interactions.
- Display responsible behaviour in relation to alcohol and other drugs.

- Ensure your decisions and actions contribute to a safe environment.
- Ensure your decisions and actions contribute to a harassment-free environment.

## Sailors

- Give your best at all times.
- Participate for your own enjoyment and benefit.
- Abide by the rules of sailing and show respect for other sailors, race officers and club officials.

## Trainers/Coaches

- Place the safety and welfare of the sailors and club race officers above all else.
- Help each person (sailor, official, etc.) to reach their potential. Respect the talent, developmental stage and goals of each person and encourage them with positive and constructive feedback.
- Obtain appropriate qualifications and keep up-to-date with the latest training practices and the principles of growth and development of young sailors and club race officers.
- Ensure that any physical contact with another person is appropriate to the situation and necessary for the person's skill development.

## Race officers

- Place the safety and welfare of the sailors and volunteers assisting above all else.
- Be consistent, impartial and objective when making decisions.
- Address unsporting behaviour and promote respect for other sailors and officials.
- Ensure all people are included and can participate, regardless of their race, gender, ability, cultural background, sexuality or religion.

## Club officers

- Conduct Club responsibilities with due care, competence and diligence.
- Act honestly, in good faith and in the best interests of the sport as a whole.
- Ensure quality supervision and instruction for sailors.
- Support trainers and race officers to improve their skills and competencies.
- Ensure that any information acquired or advantage gained from the position is not used improperly.

## Parents

- Encourage your child to participate, do their best and have fun.
- Focus on your child's effort and performance, rather than winning or losing.
- Never ridicule or yell at a child for making a mistake or losing a race.
- Help out the trainers or Club race officers at training and sailing activities, where possible.
- Model appropriate behaviour, including respect for all other people involved in the Club and visitors.

## Spectators

- Respect the effort and performances of sailors and race officers.
- Reject the use of harassment, bullying or violence in any form, whether by other spectators, trainers, race officers or sailors.

## CHILD WELLBEING AND SAFETY

All RBYC personnel are responsible for supporting the safety, participation, wellbeing and empowerment of children by:

### Safety and Wellbeing

- treating everyone with respect
- adhering to RBYC's child safe policy and upholding RBYC's statement of commitment to child safety at all times
- ensuring as far as practicable that adults are not left alone with a child
- taking all reasonable steps to protect children from abuse
- listening and responding to the views and concerns of children, particularly if they are telling you that they or another child has been abused and/or are worried about their safety or the safety of another
- reporting any allegations of child abuse to RBYC Child Safety Officers (Dominic Jackson and Vanessa Twigg), General Committee members, or the RBYC General Manager (in relation to RBYC staff), and ensure any allegation is reported to Victoria Police or child protection
- reporting any child safety concerns to RBYC Child Safety Officers (Dominic Jackson and Vanessa Twigg), General Committee members, or the RBYC General Manager (in relation to RBYC staff)
- if an allegation of child abuse is made, ensure as quickly as possible that the child(ren) are safe

## Participation and Empowerment

- encouraging children to 'have a say' and participate in all relevant organisational activities where possible, especially on issues that are important to them.
- promoting the safety, participation and empowerment of children with a disability
- promoting the cultural safety, participation and empowerment of children with culturally and/or linguistically diverse backgrounds (for example, by having a zero tolerance of discrimination)
- promoting the cultural safety, participation and empowerment of Aboriginal children (for example, by never questioning an Aboriginal child's self-identification)

All RBYC personnel must not:

- ignore or disregard any suspected or disclosed child abuse.
- put children at risk of abuse (for example, by having a one on one meeting with a child in a location where it cannot be observed by others, or where the child has no ability to leave of their own free will)
- develop any 'special' relationships with children that could be seen as favouritism (for example, the offering of gifts or the giving of special treatment to specific children)
- exhibit behaviours with children which may be construed as unnecessarily physical
- do things of a personal nature that a child can do for themselves, such as going to the toilet, showering, or changing clothes
- engage in open discussions of a mature or adult nature in the presence of children
- use inappropriate or offensive language in the presence of children
- express personal views on cultures, race or sexuality in the presence of children
- discriminate against any child, including because of culture, race, ethnicity or disability
- have contact with a child or their family outside of RBYC (unless necessary in relation to club activities, such as regattas and training courses or camps at other clubs)
- have any online contact with a child or their family (unless necessary, for example providing families with e-newsletters)

By observing this Code, you acknowledge your responsibility to immediately report any breach of this code to RBYC's Child Safety Officers (Dominic Jackson and Vanessa Twigg), General Committee members, or the RBYC General Manager (in relation to RBYC staff).

If you believe a child is at immediate risk of abuse phone 000.

I agree to adhere to this Code of Conduct:

Name: .....

Signature: .....

Date: .....