

# Child Safe Code of Conduct – External Stakeholder Policy

## 1.0 Purpose and Scope

UQ Sport Limited (UQSL) is committed to the safety, wellbeing and protection of children and youth from harm, when accessing UQSL programs, services and activities in and on UQ (The University of Queensland) premises.

To meet this commitment and comply with the *Working with Children (Risk Mitigation and Screening) Act 2000* and *Working with Children (Risk Mitigation and Screening) Regulation 2011* UQSL promote a culture of safe and supportive environments for children and youth interacting with UQSL. The purpose of this policy is to:

- Maintain a safe environment in UQSL for working and interacting with children and youth.
- Support a child safe culture at UQSL, that is aligned with legislation, regulation and UQSL strategy, policies and procedures.
- Support inclusivity, and the health, safety and wellbeing of all stakeholders including children and youth.
- Ensure that UQSL maintain a framework for supporting and enhancing our capacity to meet compliance obligations and stakeholder needs for working with children and youth.
- Ensure UQSL has safeguards in place for children, youth and all other stakeholders of UQSL to the extent that may be reasonable to do so; and
- Maintain oversight to UQSL programs, services and activities, and support working with children and youth through an integrated risk management approach.

This policy outlines UQSL's approach to conduct whilst interacting with children and should be read in conjunction to UQSL *Child and Youth Risk Management Strategy*, UQSL *Code of Conduct Policy* and *Code of Conduct Principles*.

It is the expectation that any External Stakeholders (as defined below) interacting with UQSL to act in accordance with this *Child Safe Code of Conduct – External Stakeholder Policy* whilst participating in, spectating, or visiting UQ premises or UQSL programs, services, activities and venues.

## 2.0 Definitions

**Internal Stakeholders** are defined as UQSL Staff, contractors, consultants, volunteers, work placement students, work experience people, board and committee members, or any persons undertaking work for, or on behalf of UQSL.

**External Stakeholders** are defined as parents/carers, spectators, visitors, children and youth.

**Harm** is defined as any detrimental effect of a significant nature to a person's physical, psychological or emotional wellbeing. Harm can be caused by sexual abuse, physical abuse, emotional abuse or neglect. Harm can be caused by a person known to the child or youth, a stranger, an internal or external stakeholder, another child or youth or through self-harm.

**Dedicated Child Protection Person (DCPP)** is defined as UQSL's appointed person responsible for taking complaints and dealing with any concerns about the protection of children.

**Child or Youth** is defined as any persons under the age of 16.

### 3.0 Code of Conduct

UQSL expects all external stakeholders engaged in programs, services, activities or visiting UQSL venues and facilities, to engage with children in a lawful and respectful manner that is compatible with the UQSL Child Safe Code of Conduct obligations as outlined below as well as abiding by the conditions of entry at each UQSL venue.

**External Stakeholders must:**

- Behave respectfully and ethically towards children, youth and their families and carers, as well as all persons on UQ premises or involved in or with UQSL programs, services and venues.
- Treat all persons including children and youth on UQ premises or involved in or with UQSL programs, services and venues with respect and courtesy.
- Use appropriate and inclusive language towards all persons including children and youth, on UQ premises or involved in or with UQSL programs, services and venues.
- Respect the various cultural and linguistically diverse internal and external stakeholders, and treat all persons including children and youth, on UQ premises or involved in or with UQSL programs, services and venues, fairly and with respect.
- Accept UQSL staff decisions and follow their directions at all times.
- Be aware and follow the conditions of entry on UQSL or UQ premises.
- Avoid physical contact with children or youth other than your own, unless directed by UQSL staff member, or if the safety of a child is compromised.
- Be responsible for any other child or youth you bring to UQ or UQSL premises that is not enrolled in programs. This includes supervising them at all times to ensure that they are safe, not causing damage to premises or property and are interacting safely and appropriately with all other stakeholders.

**External Stakeholders must not:**

- Smoke when on any UQ or UQSL premises.
- Be in possession of, or under the influence of alcohol or illegal drugs.
- Use language or behaviour towards children (including on-line behaviour) that is inappropriate, harassing, abusive, exploitative, demeaning, neglectful, coercive or culturally inappropriate.
- Assault, stalk, harass or intimidate any persons, including children and youth, on or entering/leaving UQ or UQSL premises, with or without causing bodily harm.
- Exhibit public criticism of children and youth or any other persons on UQ or UQSL premises.
- Approach an internal or external stakeholder in a confrontational manner.
- Engage in any unlawful activity with or in relation to a child or youth.
- Engage in any activity that is likely to physically, sexually or emotionally harm a child or youth.
- Be alone with a child or youth, other than your own, unnecessarily or engage in unnecessary physical contact.
- Ignore or disregard any suspected or disclosed child harm or abuse.
- Take or share any photos or images of children on UQ or UQSL premises.

## 4.0 General Obligations & Application

As an External Stakeholder you agree and understand that these obligations apply:

- When interacting with UQSL programs, services or venues.
- When participating in or spectating a UQSL program or service.
- When you have direct or indirect contact with children and youth and/or their families and carers as a part of UQSL’s programs, services or venues.

## 5.0 Breach of Policy

Any breach or suspected breach of this policy is to be reported immediately to the DCPD at [childprotection@uqsport.com.au](mailto:childprotection@uqsport.com.au).

Where an external stakeholder is alleged to have committed a breach of this policy or breached any conditions of entry to UQSL venues; entry may be refused or revoked, and (if applicable) UQSL memberships or program enrolments cancelled immediately.

The DCPD will consider the report and either refer this immediately to the relevant authorities or, after taking appropriate advice (which may include discussing the circumstances on a confidential basis with the Child Safety and Disability Services Unit within the Department of Communities in the Queensland Government), or decide not to refer the concerns to the authorities but keep a full record of the concerns.

## 6.0 Meta Data for Document Management

<b>Web Links</b>	<a href="#">Code of Conduct Policy</a> <a href="#">Code of Conduct Principles</a> <a href="#">Children and Youth Management Strategy</a> <a href="mailto:childprotection@uqsport.com.au">childprotection@uqsport.com.au</a> .
<b>Approval Authority</b>	CEO
<b>Last Approval Date</b>	31 May 2024
<b>Next Review Date</b>	31 May 2025
<b>Audience / Users</b>	UQSL staff, contractors, volunteers, work placement students, work experience people, contractors, consultants and board/committee members, spectators, visitors, Parents/Carers, Children and Youth
<b>Notes</b>	<a href="#">Appears on UQ Sport Website</a>