



Melbourne Cricket Club Child Safety Code of Conduct



Melbourne Cricket Club

Child Safety Code of Conduct

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Policy Description	A requirement that staff, volunteers and contractors follow this Code of Conduct when interacting with and/or in the presence of children and young people.
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Responsible Department	People & Culture

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1. Purpose

The MCC wants all children and young people who attend the MCG and outside venues and who participate in/or access the services and facilities offered through the MCC to feel safe, welcome and supported.

To help create this environment, the MCC's Child Safety Code of Conduct sets out the required behaviours of all MCC staff, volunteers and contractors towards and in the presence of children and young people. This document should be read in conjunction with the MCC Child Safety & Wellbeing Policy and MCC Child Safety Complaints and Reporting Procedure.

The MCC is committed to the active participation of children and young people at our venues, ensuring all children and young people know their rights, have their views taken seriously and are involved in decisions that may directly affect them and their peers at MCC venues.

2. Scope

This code of conduct applies to all MCC staff, volunteers and contractors. Child safety is everyone's responsibility and it is expected that all adults act in a safe, welcoming and fair manner with and in the presence of children and young people at MCC venues, programs and events and must report any suspected or actual unsafe behaviours.

Managers must ensure staff, volunteers and contractors understand and comply with the policy and immediately respond to any breach of the policy.

Failure to comply with this code of conduct will be considered a breach of the MCC's Child Safety & Wellbeing Policy and may result in disciplinary action including restriction or suspension of duties (including removal from the volunteer pool) or termination of employment.



Melbourne Cricket Club Child Safety Code of Conduct



3. Required behaviours

The MCC wants all children and young people participating in events, programs and/or attending the MCG and outside venues to feel safe, included and supported in their experience.

To achieve this, all MCC staff, volunteers and contractors must:

- adhere to the MCC Child Safety & Wellbeing Policy, this Code of Conduct, the MCC Child Safety Complaints and Reporting Procedure and other related MCC policies (including the MCC values);
- take all reasonable steps to protect children and young people from abuse and harm (including any identified peer-to-peer abuse);
- where possible, limit all interactions with children and young people to the confines of official duties;
- ensure all children and young people are appropriately supervised while participating in/attending events, programs and/or as patrons of the MCC while respecting the privacy of children and young people;
- treat everyone equally and with respect, irrespective of their status. This includes listening to and valuing children and young people ideas and opinions and respond to them appropriately;
- welcome and include all children, young people and their families/carers including of cultural, religious and political differences and creating a culturally safe environment in which the diverse and unique identities of children and young people are respected and valued, particularly when interacting with children and young people who identify as:
 - First Nations
 - culturally or linguistically diverse
 - with disability; and
 - LGBTIQ+, transgender and/or non-binary
- model appropriate adult behaviour with and in the presence of children and young people;
- promote friendships and encourage children and young people to support their peers;
- use disciplinary strategies that are fair, respectful and appropriate to the developmental stage of the children or young people involved;
- ensure that any photograph, livestream or film taken of a child or young person (where it is an approved exception to the general prohibition) is taken in circumstances that are directly relevant to the child or young person's participation at the MCG and MCC outside venues, and appropriate approval has been confirmed and the child or young person is appropriately dressed and posed;



Melbourne Cricket Club Child Safety Code of Conduct



- ensure any physical contact with children and young people is necessary to the delivery of their role and with permission from the child or young person and/or their parent or carer;
- be open and transparent about when they are working with children and young people, where possible avoiding one-to-one situations whilst ensuring adequate supervision to keep children and young people safe (for example, standing outside entrances to toilets or other rooms) – other adults should always know about the work you are doing with children and young people;
- respect the privacy of children and young people and their families/carers, and only disclose information to people who have a need to know;
- where necessary ensure families are informed and involved in promoting the safety and wellbeing of children and young people;
- complete a risk assessment for any MCC/MCG activity that involves children and young people prior to carrying out that activity;
- immediately disclose any charges, convictions or investigations affecting their suitability to engage with children and young people to MCC People & Culture Department; and
- immediately report any concern for the safety or wellbeing of a child or young person, including any practices observed that may create risks to their safety; or a suspected breach of the policy or this code of conduct, in accordance with the MCC Child Safety Complaints and Reporting Procedure.

MCC staff, volunteers and contractors MUST NOT:

- engage in any form of sexual behaviour with or in the presence of children or young people;
- condone or participate in any behaviour that is illegal, unsafe, abusive or seeks to use children and young people in any way to meet the needs of adults;
- ignore or disregard any concerns, suspicions or disclosures of child abuse or harm, including concerns of grooming a child or young person;
- engage in any rough physical games with children or young people, initiate unnecessary physical contact with a child or young person or do things of a personal nature for them that they can do themselves;
- use prejudice, oppressive behaviour or language intended to humiliate or that is culturally inappropriate with or in the presence of children and young people;
- take disciplinary action involving physical punishment or any other form of treatment that could reasonably be considered as degrading, cruel, frightening or humiliating;
- unless by approved exception, must not take photos, videos or other recordings (and must not use own personal device);



Melbourne Cricket Club Child Safety Code of Conduct



- develop 'special' relationships with specific children or young people or show favouritism through the provision of gifts or inappropriate attention;
- seek or exchange personal details or have unauthorised contact, including by phone, social media or use any device or any means to exploit or harass a child or young person or access child exploitation material;
- consume alcohol, illicit drugs (or prescription medication that may affect your ability to work), tobacco or vape when working with children and young people at the MCG or outside venues;
- transport children and young people without MCC permission and the child or young person's parents/guardian consent.

At all times, remember your role at the MCC- **friendly, helpful but always professional.**